



Higg Brand & Retail Module Assessment Questions

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1 Sections

1.1 Company Profile

Table 1: Company Profile

Lifecycle Stage	Question Text	Answer Options	REFID
Company Profile	1. Was your company cited for any government-issued environmental or social/human rights violations in the last calendar year?	YesNo	cpviolation
Company Profile	2. Where are your company's headquarters located?	Country	cphqlocation
Company Profile	3. Describe your company ownership:	Ownership	cpownership
Company Profile	4. What percentage of your products are sold through your own distribution?		cpproductpercent
Company Profile	4.1. What percentage of products are sold online?		cpproductpercentonline
Company Profile	4.2. What percentage of products are sold in store(s)?		cpproductpercentstores
Company Profile	5. What type of products do you sell?	Type	cpproducttype
Company Profile	6. What is your total annual company revenue (\$USD)?	AnnualRevenue	cpannualrevenue
Company Profile	7. How many units do you sell annually?		cpannualunits
Company Profile	8. What regions do you sell to?	SalesRegion	cpsalesregion
Company Profile	9. Complete the following questions about the number of employees at your company:		cpemployeenumbheader
Company Profile	9.1. Specify the number of full-time employees at your company:	EmployeeNumber	cpemployeenumbers
Company Profile	9.2. Specify the number of part-time employees at your company:	EmployeeNumber	cpemployeenumberspart
Company Profile	9.3. Specify the number of temporary employees at your company:	EmployeeNumber	cpemployeenumberstemp

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1.2 Management System: Environment

Table 2: Management System: Environment

Lifecycle Stage	Question Text	Answer Options	REFID
Management System	1. Has your company evaluated its value chain operations?	YesPartialNo	msenvknowthyself
Management System	2. Does your company have an environmental risk assessment?	YesNo	msenvriskprocess
Management System	2.1. Which risks factors were used to identify your company's salient risks in its operations and/or supply chain?	EnviRiskFactors	msenvriskfactors
Management System	2.2. Were standards or resources referenced in your process to identify these salient risks, impacts, and opportunities?	YesNo	msenvriskstandards
Management System	2.3. Were internal and/or external experts consulted in identifying your salient environmental risks, impacts, and opportunities?	YesNo	msenvriskstakeholders
Management System	2.4. Do you update your assessment of risks based on new information and/or changing circumstances?	YesNo	msenvriskupdate
Management System	3. From this risk assessment process, were salient environmental risks, impacts, and opportunities identified?	YesNo	msenvrisks
Management System	Animal welfare		msenvriskanimaltable
Management System	Biodiversity/Land Use/Habitat Loss		msenvriskbiodivtable
Management System	Chemical Hazards		msenvriskchemtable

Table 2: Management System: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Management System	Deforestation		msenvriskdeforesttable
Management System	Energy/Fuel Use (or Fossil Fuel Depletion)		msenvriskenergytable
Management System	Greenhouse Gas (GHG) Emissions		msenvriskghgtable
Management System	Air Emissions/Air Pollution (non GHG)		msenvriskairtable
Management System	Solid Waste		msenvrisksolidtable
Management System	Hazardous Waste		msenvriskhaztable
Management System	Water Use/Water Scarcity		msenvriskwatertable
Management System	Wastewater/Water Pollution/Eutrophication		msenvriskwwtable
Management System	4. Has your company committed to environmental improvements as a result of its risk assessment process?	YesPartialNo	msenvstratpolicy
Management System	4.1. Has your company's environmental strategy been reviewed and approved by your senior management or executive team?	YesNo	msenvstratmgmt
Management System	4.2. Has your company stipulated the expectations of personnel, business partners and other parties responsible for executing the strategy?	YesNo	msenvstratpersonnel
Management System	4.3. Which stakeholders were consulted in identifying the salient environmental risk(s), impacts(s), and opportunities for your company's overall operations?	EnviRiskStake	msenvstratstakeholders
Management System	4.4. Do you update your strategy based on new information and/or changing circumstances?	YesNo	msenvstratupdate
Management System	4.5. Has your company's environmental strategy been communicated internally to all personnel?	YesNo	msenvstratcomm
Management System	4.6. Has your company written operational policies and procedures for implementing the strategy?	YesNo	msenvstratprocedures
Management System	5. Are one or more employees at your company responsible for its environmental management activities?	YesNo	msenvemployees
Management System	5.1. Please list all employees (up to 7):		msenvemployeegrid
Management System	5.2. How do you ensure employees have the competence required to do their job?	EnviEmpComp	msenvemployeecompetence
Management System	5.3. What percentage of employees have environmental sustainability goals formally included in the annual performance review process?		msenvemployeepercent
Management System	6. Is employee accountability tied to goals in your company's environmental sustainability approach or strategy?	YesNo	msenvemployeelevels
Management System	6.1. What is the highest level at which employee accountability is tied to goals in your company's environmental sustainability approach or strategy?	EmployeeLevel	msenvemployeelevelsanswer
Management System	7. Does your company promote the environmental well-being of the communities in which it operates?	YesNo	msenvcommunity
Management System	7.1. Please indicate how:	EnviComHow	msenvcommunityhow
Management System	8. Does your company publicly share information about its environmental risk management?	YesNo	msenvpublic
Management System	8.1. What is shared?	EnviPubShare	msenvpublicwhat
Management System	8.2. How are you sharing this information?	EnviPubHow	msenvpublichow
Management System	8.3. If applicable, please provide the relevant URLs:		msenvpubliclinks

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1.3 Management System: Social & Labor

Table 3: Management System: Social & Labor

Lifecycle Stage	Question Text	Answer Options	REFID
Management System	1. Has your company evaluated its value chain operations?	YesPartialNo	msslknowthyself
Management System	2. Does your company have a social/human rights risk assessment?	YesNo	msslriskprocess
Management System	2.1. Which risks factors were used to identify your company's salient risks in its operations and/or supply chain?	SocRiskFactors	msslriskfactors
Management System	2.2. Were standards or resources used to identify these salient risks, impacts, and opportunities?	YesNo	msslriskstandards
Management System	2.3. Were internal and/or external experts consulted in identifying your salient social/human rights risks, impacts, and opportunities?	YesNo	msslriskstakeholders
Management System	2.4. Do you update your assessment of risks based on new information and/or changing circumstances?	YesNo	msslriskupdate
Management System	3. From this process, were salient social/human rights risks, impacts, and opportunities identified?	YesNo	msslrisks
Management System	Forced Labor or Human Trafficking		msslrisktraffickingtable
Management System	Child Labor		msslriskchildlabtable
Management System	Wages and Benefits		msslriskwagetable
Management System	Working Hours		msslriskhourstable
Management System	Freedom of Association and Collective Bargaining		msslriskfoatable
Management System	Health and Safety		msslriskhstable
Management System	Access to Water and Sanitation		msslriskwateraccesstable
Management System	Decent Work		msslriskdecentworktable
Management System	Discrimination, Harassment and Abuse		msslriskdiscrimtable
Management System	Sexual Harassment and Gender-Based Violence		msslriskgenviolencetable
Management System	Bribery and Corruption		msslriskbribetable
Management System	Right to Health		msslriskhealthrighttable
Management System	Right to Privacy		msslriskprivacytable
Management System	Right to Security of the Person		msslrisksecuritytable
Management System	Minorities' and Communities' Rights		msslriskminoritytable
Management System	Land Rights		msslrisklandrightstable
Management System	4. Has your company committed to social/human rights improvements as a result of its risk assessment process?	YesPartialNo	msslstratpolicy
Management System	5. Are one or more employees at your company responsible for your social/human rights activities?	YesNo	msslemployees
Management System	5.1. Please list all employees (up to 7):		msslemployeegrid
Management System	5.2. How do you ensure employees have the technical competence required to do their job?	SocEmpComp	msslemployeecompetence
Management System	5.3. What percentage of employees have social/human rights goals formally included in the annual performance review process?		msslemployeepercent
Management System	6. Are one or more employees, or a department, formally responsible for managing internal social/human rights workplace standards within your company?	YesNo	msslintprogramemployee
Management System	6.1. Please list all employees (up to 7):		msslintprogramemployeegrid
Management System	6.2. How are the employee(s) in these role(s) resourced to effectively carry out their responsibilities?	SocProgEmpRes	msslintprogramemployeeresource
Management System	6.3. What percentage of employees have social/human rights goals formally included in the annual performance review process?		msslprogemployeepercent
Management System	7. Is employee accountability tied to goals in your company's social/human rights approach or strategy?	YesNo	msscemployeelevels
Management System	7.1. What is the highest level at which employee accountability is tied to goals in your company's social/human rights approach or strategy?	EmployeeLevel	msscemployeelevelsanswer

Table 3: Management System: Social & Labor (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Management System	8. Does your company have a safe, effective way or grievance mechanism for those impacted by social/human rights risks to submit complaints and concerns?	YesPartialNo	msslgrivance
Management System	8.1. Is the mechanism designed and implemented to meet effectiveness criteria that is legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue?	YesNo	msslgrivancedescrip
Management System	8.2. Does your company ensure that retaliation is prohibited, confidentiality is preserved, and there are no negative consequences towards employees who report grievances/complaints?	YesNo	msslgrivanceretal
Management System	8.3. Which stakeholders can make use of this mechanism?	SocGrieveStake	msslgrivancestakeholders
Management System	8.4. Does your company credibly prioritize and address complaints or concerns?	YesNo	msslgrivanceprocess
Management System	8.5. What is included in the monitoring of the complaint/how does the grievance mechanism work?	SocGrieveProcess	msslgrivanceprocesslist
Management System	8.6. Does your company assess the effectiveness of its system and its outcomes?	YesNo	msslgrivanceremedyeffect
Management System	8.6.1. Please list the social/humans rights impacts you have addressed in the last calendar year, describing the action you took to redress/resolve the complaint.		msslgrivanceremedyeffect1describe
Management System	8.6.2. What lessons did the company learn?		msslgrivanceremedyeffect2describe
Management System	8.7. In the last calendar year, were you able to improve the rate of resolution of complaints?	YesNo	msslgrivanceremedyimprove
Management System	8.7.1. Please describe the improvements:		msslgrivanceremedyimprovedescribe
Management System	9. Does your company have internal social/human rights & labor workplace standards?	YesNo	msslintstandard
Management System	9.1. Please describe or upload your internal standard:		msslintstandarduploaddescribe
Management System	9.2. For which employees do these internal social/human rights & labor workplace standards apply?	SocEmpStand	msslintstandardemp
Management System	9.3. Do your internal social/human rights & labor workplace standards align with any of the following resources or standards?	SocRiskStand	msslintstandardalign
Management System	9.4. Are the social/human rights & labor risk areas you've identified for your own operations included in any of the following resources or standards codes?	SocStandCode	msslintstandardcode
Management System	9.5. Are there risk areas in which your company offers better conditions than those required by local labor law?	YesNo	msslintstandardcodebeyond
Management System	9.5.1. Describe the risk areas and your standards:		msslintstandardcodebeyonddescribe
Management System	10. Does your company have an internal compliance program that monitors social/human rights & labor performance within its own operations (e.g., employee compensation, hours of work, code of conduct, etc)?	YesNo	msslintprogram
Management System	10.1. How does your company monitor its performance?	SocProgMonitor	msslintprogrammonitor
Management System	10.1.1. If it uses a third party audit, provide the name of the auditing organization:		msslintprogrammonitorthird
Management System	11. Are all employees able to report their complaints through a credible complaint or grievance mechanism?	YesNo	msslgrivanceinternal
Management System	11.1. Does your company have a whistleblower strategy or policy to ensure that retaliation is prohibited, confidentiality is preserved, and there are no negative consequences towards employees who report grievances/complaints?	YesNo	msslgrivanceinternalretaliation
Management System	12. Does your company promote the social/human rights & labor well-being of the communities in which it operates?	YesNo	msslcommunity
Management System	12.1. Please indicate how:	SocCommHow	msslcommunityhow

Table 3: Management System: Social & Labor (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Management System	13. Does your company publicly share information about its social/human rights & labor risk management?	YesNo	msslpublic
Management System	13.1. What information is shared?	SocPublicWhat	msslpublicwhat
Management System	13.2. How are you sharing this information?	SocPublicHow	msslpublichow
Management System	13.2.1. If applicable, please provide the relevant URLs:		msslpubliclinks

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1.4 Retail: Environmental

Table 4: Retail: Environmental

Lifecycle Stage	Question Text	Answer Options	REFID
Product	1. Does your company assess the environmental impacts of the products it sells from other brands?	YesNo	rtenvprodimpact
Product	1.1. Please describe or provide supporting documentation		rtenvprodimpactdescribe
Product	2. Does your company track the percentage of products it sells from other brands that have sustainability attributes?	YesPartialUnknown	rtenvprodkpi
Product	2.1. Retail Product Certification/Attribute Percents		rtenvprodkpitable
Product	3. Does your company have a means of communicating the environmental attributes or certifications of its products to customers?	YesNo	rtenvprodcommunicate
Product	3.1. Please indicate whether this includes the following:	RTCommInc	rtenvprodcommunicateselect
Supply Chain: Product & Textiles	4. Does your company have an integrated scorecard that helps factor both business and sustainability criteria into purchasing decisions from partner brands?	YesNo	rtenvscscorecard
Supply Chain: Product & Textiles	4.1. Please selected all that are included:	RTSCSelect	rtenvscscorecardselect
Supply Chain: Product & Textiles	5. Does your company engage with partner brands to establish shared environmental goals or objectives?	YesNo	rtenvscimprove
Supply Chain: Product & Textiles	5.1. Please describe how:		rtenvscimprovehowdescribe
Supply Chain: Product & Textiles	6. Do you provide brand partners with tools or resources to support ongoing environmental performance improvement?	YesNo	rtenvsccontinuous
Supply Chain: Product & Textiles	6.1. Please select all that apply:	RTContHow	rtenvsccontinuoushow
Supply Chain: Product & Textiles	7. Does your company incentivize brands to continue to improve their environmental performance?	YesNo	rtenvscincentivize
Supply Chain: Product & Textiles	7.1. Please indicate whether this includes the following:	RTIncSelect	rtenvscincentivizeselect
Supply Chain: Product & Textiles	8. Does your company host or promote environmental performance training programs, resources, or knowledge in collaboration with other organizations?	YesPartialNo	rtenvsccommunityshare
Use & End of Use	9. When selecting which brands to sell, does your company consider whether the brand provides repair and end-of-life-cycle offerings to customers?	YesNo	rtenvseeou
Use & End of Use	9.1. Please indicate the repair options offered for the products sold by your company in the last calendar year:	RTEOUHow	rtenvseeouhow

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1.5 Retail: Social & Labor

Table 5: Retail: Social & Labor

Lifecycle Stage	Question Text	Answer Options	REFID
Product	1. Does your company have social/human rights & labor standards in place that your partner brands, and their products, must meet, and/or policies they must follow?	YesNo	rtslprodpolicy
Product	1.1. Which of the following areas do your policies and standards address?	rtslPolicyList	rtslprodpolicyselect
Product	1.2. What percentage of products comply with your policies/standards?		rtslprodpolicypercent
Product	1.3. Please describe or provide supporting documentation of policies/standard:		rtslprodimpactdescribe
Product	2. Does your company have a means of communicating these credible third-party social/human rights certifications and attributes to its customers?	YesNo	rtslprodcommunicate
Product	2.1. Which of the following do you use?	strtrCommList	rtslprodcommunicatelist
Supply Chain: Product & Textiles	3. Does your company have an integrated scorecard that helps factor both business and social/human rights criteria into purchasing decisions from partner brands?	YesNo	rtslscscorecard
Supply Chain: Product & Textiles	3.1. What information about the partner brands' social/human rights risks (and/or management of risks) does this incorporate?	rtslSCardList	rtslscscorecardselect
Supply Chain: Product & Textiles	4. Do you have a means to evaluate how well your brand partners' performance aligns with your social/human rights policies/standards/targets?	YesNo	rtslscvalidate
Supply Chain: Product & Textiles	4.1. Does this include collecting information about/documentation of their performance relative to your company's standards/policies/targets?	YesNo	rtslscvalidateinclude
Supply Chain: Product & Textiles	5. Do you provide brand partners with tools or resources to support ongoing improvement of their social/human rights performance?	YesNo	rtslscsupport
Supply Chain: Product & Textiles	5.1. Please indicate whether this includes any of the following:	rtslSupportInc	rtslscsupportinclude
Supply Chain: Product & Textiles	6. Does your company incentivize partner brands to continue to improve their social/human rights performance?	YesNo	rtslscincentivize
Supply Chain: Product & Textiles	6.1. Which of the following incentives does this include?	rtslIncentInc	rtslscincentinclude
Supply Chain: Product & Textiles	7. Does your company host or share social/human rights training programs, resources and knowledge for brands in collaboration with other organizations?	YesPartialNo	rtslsccommunity

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1.6 Brand: Environment

Table 6: Brand: Environment

Lifecycle Stage	Question Text	Answer Options	REFID
Product	1. Does your company have an inventory of the primary materials (excluding packaging and trims) that are used to create your products?	YesPartialUnknown	brenvproinventory
Product	1.1. Which of the following primary material categories are used in your products?	ProdInvIndicate	brenvproinventoryindicate
Product	2. Does your company have an inventory of the trim/component materials that are used in creating your products?	YesPartialPercents	brenvproinventorytrim

Table 6: Brand: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Product	3. Does your company assess the environmental impacts of the materials used to create its products?	YesNo	brenvprodmatimpact
Product	3.1. Please describe your assessment methods or provide supporting documentation		brenvprodmatimpactdescribe
Product	4. Does your company use environmentally preferred materials or materials with environmental attributes to create its products?	YesPartialUnknown	brenvprodmatpreferred
Product	4.1. Please select the applicable environmental attribute for your materials:		brenvprodmatpreferredselect
Product	5. Does your company track the percentage of its materials that have environmentally preferred attributes or certifications?	YesPartialUnknown	brenvprodmatkpi
Product	5.1. Certification Percents		brenvprodpreferredtable
Product	6. Does your company assess the environmental impacts of its products?	YesNo	brenvprodimpact
Product	6.1. Please describe your assessment methods or provide supporting documentation:		brenvprodimpactdescribe
Product	7. Does your company track the percentage of its products that have environmental attributes?	YesPartialUnknown	brenvprodkpi
Product	7.1. Percentage of Products with Environmental Certification/Attributes		brenvprodkpitable
Product	8. Does your company have a quality assurance (QA) program?	YesPartialNo	brenvprodqa
Product	8.1. What does your QA program include to enhance product duration of service (lifetime)?	ProdQAProg	brenvprodqaselect
Product	9. Does your company actively engage and collaborate with communities of practice, NGOs, and/or governments to share information, knowledge, and best practices that accelerate the adoption and development of environmentally sustainable materials or products?	YesNo	brenvprodcollaborate
Product	9.1. Please list these efforts and provide relevant URLs that describe them in detail:		brenvprodcollaboratelistdescribe
Supply Chain: Product & Textiles	10. Does your company know the physical addresses of the factories that produce its materials and products?	YesPartialUnknown	brenvscaddresses
Supply Chain: Product & Textiles	10.1. For which supply chain segment(s) are the physical addresses known?		brenvscaddressesportion
Supply Chain: Product & Textiles	11. Does your company publically disclose its supplier lists?	YesNoUnknown	brenvscpubdisclose
Supply Chain: Product & Textiles	11.1. For which supply chain segment(s) does your company disclose supplier lists?		brenvscpubdiscloseportion
Supply Chain: Product & Textiles	11.2. Where can this information be found? List URL:		brenvscchempubdiscloseurl
Supply Chain: Product & Textiles	11.3. How often does your company update these lists?	SCSegUpdates	brenvscchempubdiscloseupdate
Supply Chain: Product & Textiles	11.4. When disclosing supplier lists, do you also link to each supplier's environmental performance data?	YesNo	brenvscchempubdisclosedata
Supply Chain: Product & Textiles	12. Has your company established a program aimed at improving environmental performance in the supply chain?	YesPartialNo	brenvscprogram
Supply Chain: Product & Textiles	12.1. Which supply chain segment(s) does this program address?		brenvscprogseg
Supply Chain: Product & Textiles	12.2. What is included in your program?	SCProgInclude	brenvscproginclude
Supply Chain: Product & Textiles	12.3. How does your company implement the program?	SCProgImpSC	brenvscprogimplement
Supply Chain: Product & Textiles	13. Does your company have a means to confirm that suppliers at each tier of its value chain identify, manage and meet compliance with all applicable environmental regulations in their country/region?	YesPartialNo	brenvsccomp

Table 6: Brand: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Supply Chain: Product & Textiles	13.1. In which supply chain segments can you confirm that environmental compliance regulations are met?		brenvscmportion
Supply Chain: Product & Textiles	14. Were your manufacturers consulted when creating the environmental performance program?	YesNo	brenvscmanufactureconsult
Supply Chain: Product & Textiles	14.1. Which tiers were consulted? Please select all that apply:		brenvscmanufactureconsulttier
Supply Chain: Product & Textiles	14.2. How were they engaged?	SCManEngage	brenvscmanufactureconsultengage
Supply Chain: Product & Textiles	14.3. How often do you request feedback?	SCManFeedback	brenvscmanufactureconsultrequest
Supply Chain: Product & Textiles	14.4. Please provide specific examples of how feedback was incorporated.		brenvscmanufactureconsultexamples
Supply Chain: Product & Textiles	14.5. How frequently do you update your program(s) utilizing this feedback?	SCManFreq	brenvscmanufactureconsultupdate
Supply Chain: Product & Textiles	15. Does your company have an action plan to improve the environmental performance of its supply chain?	YesPartialNo	brenvscaction
Supply Chain: Product & Textiles	15.1. Please describe or upload the action plan:		brenvscactionhowdescribe
Supply Chain: Product & Textiles	15.2. In which supply chain segments is action being taken?		brenvscactionportion
Supply Chain: Product & Textiles	16. Has your company implemented practices to reduce resource consumption in key impact areas in its supply chain?	YesPartialNo	brenvscresourceduction
Supply Chain: Product & Textiles	16.1. Have practices been implemented to reduce energy use and Greenhouse gas (GHG) emissions in its supply chain?	YesPartialNo	brenvscresourceductionghg
Supply Chain: Product & Textiles	16.1.1. In which supply chain segments is action being taken? Specify percentage of each supply chain segment included.		brenvscresourceductionghgportion
Supply Chain: Product & Textiles	16.1.2. What is included in your energy and GHG reduction program for your suppliers?	scGHGRedux	brenvscresourceductionghginc
Supply Chain: Product & Textiles	16.2. Has your company established programs to promote the use, installation, or purchase of renewable energy (wind or solar) by your suppliers?	YesPartialNo	brenvscrespromotere
Supply Chain: Product & Textiles	16.2.1. In which supply chain segments does this program apply? Specify percentage of each supply chain segment included.		brenvscrespromotereportion
Supply Chain: Product & Textiles	16.2.2. Select all that apply:	scREPromo	brenvscrespromotereall
Supply Chain: Product & Textiles	16.3. Have practices been implemented to reduce water consumption in its supply chain?	YesPartialNo	brenvscresourceductionwater
Supply Chain: Product & Textiles	16.3.1. In which supply chain segment(s) does this program apply? Specify percentage of each supply chain segment included.		brenvscresourceductionwaterportion
Supply Chain: Product & Textiles	16.3.2. What is included in your water reduction program for your suppliers?	scWaterRedux	brenvscresourceductionwaterinc
Supply Chain: Product & Textiles	16.3.3. Has your company established programs to promote the installation of new equipment or processes to reuse or recycle water by your suppliers?	YesPartialNo	brenvscresrecyclewater
Supply Chain: Product & Textiles	16.3.3.1. In which supply chain segments does this program apply? Specify percentage of each supply chain segment included.		brenvscresrecyclewaterportion
Supply Chain: Product & Textiles	16.3.3.2. Please specify all that apply:	scWaterRecycle	brenvscresrecyclewaterall
Supply Chain: Product & Textiles	16.4. Have practices been implemented to reduce or improve other impacts in its supply chain?	YesNo	brenvscresourceductionimp
Supply Chain: Product & Textiles	16.4.1. Please describe		brenvscresourceductionimpdescribe
Supply Chain: Product & Textiles	17. Has your company implemented practices to mitigate risks in key impact areas in its supply chain?	YesPartialNo	brenvscriskredux

Table 6: Brand: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Supply Chain: Product & Textiles	17.1. Have practices been implemented to reduce or mitigate chemical risk in its supply chain?	YesPartialNo	brenvscriskreduxchemicals
Chemicals	17.1.1. Have your company's chemicals management expectations been communicated to your manufacturers/suppliers in the last calendar year?	YesNoUnknown	brenvchemmanufacturecom
Chemicals	17.1.1.1. In which supply chain segment(s) has your company communicated chemicals management expectations with suppliers?		brenvchemmanufacturecomportion
Chemicals	17.1.1.2. Which of the following supplier requirements are communicated to your company's suppliers?	SCSupReq	brenvchemmgmtcom
Chemicals	17.1.2. Has your company established a program aimed at improving chemicals management in the supply chain?	YesPartialUnknown	brenvchemmgmt
Chemicals	17.1.2.1. Which supply chain segment(s) does this program address?		brenvchemriskprogramportion
Chemicals	17.1.2.2. What features does your program include?	SCProglInclude	brenvchemproginclude
Chemicals	17.1.2.3. How does your company implement the program?	SCProglImp	brenvchemmgmtprogimpl
Chemicals	17.1.3. Were your manufacturers consulted when creating the chemicals management program?	YesNoUnknown	brenvchemmanufactureconsult
Chemicals	17.1.3.1. Which tiers were consulted? Please select all that apply:		brenvchemmanufactureconsulttiers
Chemicals	17.1.3.2. How were they engaged?	SCConsulEng	brenvchemmanufactureconsultengage
Chemicals	17.1.3.3. How often do you request feedback?	SCConsulFreq	brenvchemmanufactureconsultrequest
Chemicals	17.1.3.4. Please provide specific examples of how feedback was incorporated.		brenvchemmanufactureconsultexamples
Chemicals	17.1.3.5. How frequently do you use this feedback to update your program(s)?	SCConsulUtiliz	brenvchemmanufactureconsultupdate
Chemicals	17.1.4. Does your company have a means to confirm that suppliers at each tier of its value chain identify, manage and meet compliance with all applicable chemical use and chemical environmental regulations in their country/region?	YesPartialUnknown	brenvchemcomp
Chemicals	17.1.4.1. In which supply chain segments can you confirm that chemical compliance regulations are met?:		brenvchemportion
Chemicals	17.1.5. Does your company have an action plan to improve the performance of its supply chain?	YesPartialUnknown	brenvchemaction
Chemicals	17.1.5.1. Please describe or upload a copy of the action plan.		brenvchemactionhowdescribe
Chemicals	17.1.5.2. In which supply chain segments is action being taken?		brenvchemactionportion
Chemicals	17.1.6. Does your company measure the effectiveness of its chemicals management programs?	YesPartialUnknown	brenvchemmeasureeffect
Chemicals	17.1.6.1. How does your company measure the effectiveness of its chemicals management systems?	SCMeasureHow	brenvchemmeasureeffecthow
Chemicals	17.1.7. Does your company have an escalation process for working with manufacturers that do not meet its programmatic goals?	YesNoUnknown	brenvchemescalation
Chemicals	17.1.7.1. Select all that apply:	SCEscaSelect	brenvchemescalationselect
Chemicals	17.1.8. If people are harmed by your company's actions or decisions relating to its chemical management processes, is there a system in place for redressing the problem or complaint?	YesNoUnknown	brenvchemremedy
Chemicals	17.1.8.1. Please describe how these impacts are addressed:		brenvchemremedydescribe
Chemicals	17.1.9. Has your company adopted and implemented a Product Restricted Substance List (Product RSL) or other lists of restricted chemicals for its products and the materials contained within them?	YesNoUnknown	brenvchemrsl
Chemicals	17.1.9.1. Which of the following statements apply to your Product RSL?	ProdRSLApply	brenvchemrslapply

Table 6: Brand: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Chemicals	17.1.9.2. Does your company have a documented program to ensure compliance with its Product RSL? The program should include monitoring, verification (testing), tracking and corrective actions when nonconformities are found.	YesNoUnknown	brenvchemrslsdoc
Chemicals	17.1.9.3. In which supply chain segments is action being taken?		brenvchemrslstier
Chemicals	17.1.9.4. Can your company provide evidence of corrective action(s) taken as a result of finding products or materials that are out of compliance with its Product RSL?	YesNo	brenvchemrslsevidence
Chemicals	17.1.9.4.1. Please describe or upload supporting materials:		brenvchemrslsevidencedescribe
Chemicals	17.1.9.5. Is your company's Product RSL publicly available?	YesNo	brenvchemmrslspublic
Chemicals	17.1.9.6. Does your chemicals management program ensure RSL compliance by managing the chemical inputs to all material and production processes throughout its supply chain?	YesNo	brenvchemrslsensure
Chemicals	17.1.9.6.1. Please specify the name of your company's chemical management program		brenvchemrslsensurename
Chemicals	17.1.9.6.2. What percentage of your company's value chain partners have been enrolled in this program and been deemed compliant?		brenvchemrslsensuretotal
Chemicals	17.1.9.6.3. This question refers to materials that are certifiably produced using ONLY chemistry that adheres to strict input assessment protocols and that ALSO are used and disposed of by the manufacturer using processes that are reviewed and deemed compliant with strict EHS guidelines (with materials measured by volume, area or mass of materials). What percentage of your materials meet these criteria?		brenvchemrslsensurecert
Chemicals	17.1.10. Has your company adopted and implemented a Manufacturing Restricted Substance List (MRSL) for its suppliers?	YesPartialUnknown	brenvchemmrsl
Chemicals	17.1.10.1. Please select all statements that are true of your MRSL?	ProdMRSLApply	brenvchemrslsensureselect
Chemicals	17.1.10.2. Which supply chain segment(s) have been informed about and formally agree to comply with your company's MRSL?		brenvchemmrslstier
Chemicals	17.1.10.3. How does your company define compliance to its MRSL?	SCMRSLCompApply	brenvchemmrslscomply
Chemicals	17.1.10.4. Does your company have a means to accurately evaluate MRSL compliance for the chemicals associated with its products and materials?	YesPartialUnknown	brenvchemmrslsaccurate
Chemicals	17.1.10.4.1. What percentage of your company's suppliers at each tier of the value chain have been informed about, and formally agree to comply with, the MRSL?		brenvchemmrslsuppliers
Chemicals	17.1.10.4.2. Chemicals come from chemical suppliers who have self-declared that their chemistry is MRSL compliant (ZDHC Conformance Level 0)	SCSegPercents	brenvchemmrslsupplierszdhc1
Chemicals	17.1.10.4.3. Items in previous Checkbox + Chemicals come from positive lists created via third-party testing and/or recipe review of provided formulation (ZDHC Conformance Level 1)"	SCSegPercents	brenvchemmrslsupplierszdhc2
Chemicals	17.1.10.4.4. Items in previous Checkbox + The product stewardship of chemical suppliers has been reviewed by a competent expert and deemed satisfactory (ZDHC Conformance Level 2)	SCSegPercents	brenvchemmrslsupplierszdhc3
Chemicals	17.1.10.4.5. Items in previous Checkbox + The chemical supplier has been visited and audited for all relevant EHS issues and product stewardship (by a competent expert) and deemed satisfactory (ZDHC Conformance Level 3)	SCSegPercents	brenvchemmrslsupplierszdhc4

Table 6: Brand: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Chemicals	17.1.10.4.6. Items in previous Checkbox + Chemical supplier provides full disclosure of recipes and known impurities to a trusted third party.	SCSegPercents	brenvchemmrslsuppliers3rdparty
Chemicals	17.1.11. Does your company have a means of tracking identified critical chemical substances found in its products and manufacturing processes associated with its products?	YesPartialNo	brenvchemtrack
Chemicals	17.1.11.1. Please describe your means of tracking:		brenvchemtrackdescribe
Chemicals	17.1.12. Does your company work with its value chain partners to replace substances with social/environmental health risks with preferred alternatives, starting by identifying the risks?	YesPartialUnknown	brenvchempartcollab
Chemicals	17.1.12.1. Do you collaborate with upstream suppliers?	YesNo	brenvchemcollabup
Chemicals	17.1.12.2. Do you collaborate with with downstream customers?	YesNo	brenvchemcollabdown
Chemicals	17.1.12.2.1. Describe how you collaborate, being sure to include all collaborations with upstream partners to identify, investigate and conduct a thorough Alternatives Assessment		brenvchemcollabdowndescribe
Chemicals	17.1.13. Does your company have demonstrated evidence of substances which have been targeted, reduced and eliminated from its products as a result of alternatives assessment?	YesPartialUnknown	brenvchemcollab
Chemicals	17.1.13.1. Please list as many examples as possible (at least one):		brenvchemcollablist
Chemicals	17.1.14. Does your company incentivize supply chain partners who have demonstrated improvement in chemicals management?	YesNoUnknown	brenvchemincentivize
Chemicals	17.1.14.1. What kind of incentives does this include?	SCIncentInclude	brenvchemincentivizeinclude
Chemicals	17.1.14.2. Is supplier performance and progress towards receiving incentives regularly reviewed and discussed with manufacturers?	YesNo	brenvchemincentivizereview
Chemicals	17.1.15. Does your company have business goals and processes, with documented actions and results, that demonstrate its commitment to advancing sustainable chemical innovation?	YesPartialNo	brenvchembisgoals
Chemicals	17.1.15.1. Give one or more examples of advancing sustainable chemical innovation:		brenvchembisgoalsdescribe
Chemicals	17.1.16. Does your company collaborate with retailers and suppliers to regularly select product(s) for detailed data collection and analysis of chemical substances?	YesPartialNo	brenvchemprodcollab
Chemicals	17.1.16.1. Give one or more examples of this collaboration:		brenvchemprodcollabdescribe
Chemicals	17.1.17. Does your company actively engage with communities of practice to share information, knowledge, and best practices that accelerate the adoption of sustainable or green chemistry?	YesNo	brenvchemcomm
Chemicals	17.1.17.1. Give one or more examples of this engagement:		brenvchemcommdescribe
Supply Chain: Product & Textiles	17.2. Have practices been implemented to reduce or mitigate wastewater in its supply chain?	YesPartialNo	brenvscriskreduxwastewater
Supply Chain: Product & Textiles	17.2.1. In which supply chain segments does this program apply? Specify percentage of each supply chain segment included.		brenvscriskreduxwastewaterportion
Supply Chain: Product & Textiles	17.2.2. Please indicate whether the expectations communicated to suppliers include the following supplier requirements.	scWasteWatReduxExpect	brenvscriskreduxwastewaterexpect
Supply Chain: Product & Textiles	17.2.3. Which of the following statements applies to your Wastewater Program?	scWWRedux	brenvscriskreduxwastewaterapply
Supply Chain: Product & Textiles	17.2.3.1. Select all that apply:	scWWReduxProg	brenvscriskreduxwastewaterapplyprog

Table 6: Brand: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Supply Chain: Product & Textiles	17.2.4. Does your company have a documented program to ensure compliance with your Wastewater Program? The program should include monitoring, verification (testing), tracking and corrective actions when nonconformities are found.	YesPartialNo	brenvscriskreduxxwprog
Supply Chain: Product & Textiles	17.2.4.1. In which supply chain segments does this program apply? Specify percentage of each supply chain segment included.		brenvscriskreduxxwproportion
Supply Chain: Product & Textiles	17.2.4.2. Can your company provide evidence of corrective action(s) taken as a result of wastewater discharge being found to be out of compliance with your Wastewater Program?	YesPartialNo	brenvscriskreduxxwca
Supply Chain: Product & Textiles	17.2.5. Is your company's Wastewater Program publicly available?	YesPartialNo	brenvscriskreduxxwprogavail
Supply Chain: Product & Textiles	17.2.6. Does your company have a means to confirm that suppliers at each tier of your supply chain identify, manage and meet compliance with all applicable wastewater discharge regulations in their country/region through appropriate documentation?	YesPartialNo	brenvscriskreduxxwcompli
Supply Chain: Product & Textiles	17.2.6.1. In which supply chain segments does this program apply? Specify percentage of each supply chain segment included.		brenvscriskreduxxwcompliportion
Supply Chain: Product & Textiles	17.2.7. Does your company have documented business goals and processes, along with recorded specific actions and results, which demonstrate its commitment to advancing innovations in reducing wastewater and improving wastewater treatment?	YesPartialNo	brenvscriskreduxxwgoals
Supply Chain: Product & Textiles	17.2.7.1. Please describe:		brenvscriskreduxxwgoalsdescribe
Supply Chain: Product & Textiles	17.2.8. Does your company support its suppliers in reducing wastewater and improving wastewater treatment?	YesPartialNo	brenvscriskreduxxwsupport
Supply Chain: Product & Textiles	17.2.8.1. Select all that apply:	scWWReduceSupport	brenvscriskreduxxwsupportall
Supply Chain: Product & Textiles	17.2.9. Does your company actively engage with communities of practice to share information, knowledge, and best practices that accelerate the adoption of best in class wastewater reduction and treatment processes, practices, and equipment?	YesPartialNo	brenvscriskreduxxwshare
Supply Chain: Product & Textiles	17.2.9.1. Please describe:		brenvscriskreduxxwsharedescribe
Supply Chain: Product & Textiles	17.3. Have practices been implemented to reduce or mitigate other risks in its supply chain?	YesPartialNo	brenvscriskreduxximp
Supply Chain: Product & Textiles	17.3.1. Please describe		brenvscriskreduxximpdescribe
Supply Chain: Product & Textiles	18. Does your company measure the effectiveness of its environment programs?	YesNoUnknown	brenvscmeasureeffect
Supply Chain: Product & Textiles	19. Does your company have an escalation process for working with manufacturers that do not meet its programmatic goals?	YesNo	brenvscescalation
Supply Chain: Product & Textiles	19.1. Select all that apply:	SCEscalation	brenvscescalationselect
Supply Chain: Product & Textiles	20. Does your company have an integrated scorecard that helps factor environmental criteria into purchasing decisions?	YesPartialNo	brenvscscorecard
Supply Chain: Product & Textiles	20.1. Select all criteria that are included:	SCScoreCriteria	brenvscscorecardselect
Supply Chain: Product & Textiles	21. Does your company support its manufacturers in improving their environmental management performance?	YesNo	brenvscmanufactureimplement

Table 6: Brand: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Supply Chain: Product & Textiles	21.1. Select all that apply:	SCManImplList	brenvscmanufactureimplementselect
Supply Chain: Product & Textiles	21.2. Which tiers are supported? Please select all that apply:		brenvscmanufactureimplementtier
Supply Chain: Product & Textiles	22. Does your company incentivize supply chain partners who have demonstrated strong environmental performance?	YesNo	brenvscincentivize
Supply Chain: Product & Textiles	22.1. What does this include?	SCPartnerIncentive	brenvscincentivizeinclude
Supply Chain: Product & Textiles	22.2. Is supplier performance and progress towards receiving incentives regularly reviewed and discussed with manufacturers?	YesNo	brenvscincentivizereview
Supply Chain: Product & Textiles	23. Does your company host or share environmental training programs, resources and knowledge for manufacturers in collaboration with other companies?	YesPartialNo	brenvsccommunityshare
Supply Chain: Product & Textiles	24. Does your company coordinate and fund environmental performance improvement projects for manufacturers in collaboration with other companies?	YesPartialNo	brenvsccommunitycoordinate
Packaging	25. Does your company have an inventory of the primary materials used in its consumer packaging (e.g. on product packaging and labels, retail packaging, etc.)?	YesPartialUnknown	brenvpkginventoryconsumer
Packaging	25.1. Which of the following primary material categories are used in your consumer packaging?	pkbrInvSelect	brenvpkginventoryconsumersselect
Packaging	26. Does your company have an inventory of the primary materials used in its transport packaging (e.g. polybags, boxes, shipping bags, etc.)?	YesPartialUnknown	brenvpkginventorytransport
Packaging	26.1. Which of the following primary material categories are used in your transport packaging?	pkbrInvSelect	brenvpkginventorytransportselect
Packaging	27. Has your company adopted and implemented any consumer packaging reduction programs (e.g. reducing product packaging, retail packaging, etc.)?	YesPartialNo	brenvpkgprogramconsumer
Packaging	27.1. Select all that apply:	pkProgramList	brenvpkgprogramconsumerlist
Packaging	28. Has your company adopted and implemented any transport packaging reduction programs (e.g. reducing polybags, boxes...)?	YesPartialNo	brenvpkgprogramtransport
Packaging	28.1. Select all that apply:	pkProgTransList	brenvpkgprogramtransportlist
Packaging	29. Does your company track the percentage of consumer packaging materials that have environmental attributes or certifications?	YesPartialUnknown	brenvpkgconskpi
Packaging	30. Does your company track the percentage of transport packaging materials that have environmental attributes or certifications?	YesPartialUnknown	brenvpkgsubconskpi
Packaging	31. Does your company formally incorporate circular design considerations into its packaging materials development and/or selection process?	YesNo	brenvpkgcircular
Packaging	31.1. How?	pkbrCirSelect	brenvpkgcircularselect
Packaging	32. Has your company adopted and implemented a Packaging Restricted Substance List for your company and its suppliers?	YesNo	brenvpkggrsl
Packaging	33. Has your company adopted and implemented a preferred and restricted packaging materials list? (e.g. virgin fibers must be from FSC-certified forests, no fibers from old growth or endangered forests, minimum percentage post-consumer recycled content for plastics, no PVC plastic, etc.)?	YesNo	brenvpkggrslist
Packaging	34. Does your company educate its customers about the environmentally preferred packaging materials it has used or its initiatives to reduce packaging?	YesNo	brenvpkgedu
Packaging	34.1. Describe 1-3 ways you have done this:		brenvpkggedudscribe

Table 6: Brand: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Packaging	35. Does your company actively engage and collaborate with communities of practice, NGOs, and/or governments to share information, knowledge, and best practices that accelerate the adoption and development of environmentally sustainable packaging or the reduction of packaging?	YesNo	brenvpkgcollaboratelist
Packaging	35.1. Please list these efforts and provide relevant URLs that describe them in detail:		brenvpkgcollaboratelistdescribe
Use & End of Use	36. Does your company assess the environmental impacts of its products during customer use and at end of use?	YesNo	brenveouimpact
Use & End of Use	36.1. Please describe or provide supporting documentation:		brenveouimpactdescribe
Use & End of Use	37. Does your company track the environmental impacts of its products during customer use and at end of use?	YesPartialUnknown	brenveoukpi
Use & End of Use	38. Has your company set up a program to manage faulty/damaged products and unsold inventory in a manner that minimizes environmental impact?	DualYesDmg	brenveoudamage
Use & End of Use	38.1. Please describe this program:		brenveoudamagedescribe
Use & End of Use	39. Does your company provide guidance to customers on how to care for products in a way that extends product life (beyond what is required by regulation)?	YesNo	brenveoucareedu
Use & End of Use	39.1. What does this guidance include?	EOUGuideInc	brenveoucareeduinclude
Use & End of Use	40. Does your company provide guidance to customers regarding how they can ensure their products achieve the highest value and lowest impact outcome at the end of their useful life (e.g. washing, cleaning, drying)?	YesNo	brenveoudispedu
Use & End of Use	41. Does your company offer a product repair service for the products it makes and sells?	YesNo	brenveourepair
Use & End of Use	41.1. What is included in this service?	EOURepairOffer	brenveourepairinhouse
Use & End of Use	42. Does your company provide customers with a product take-back program/offering?	YesNo	brenveoutakeback
Use & End of Use	42.1. Do you actively promote the resale, donation and/or recycling of garments (through your organization or an accredited third party)?	YesNo	brenveoutakebackpromote
Use & End of Use	42.2. Does your company have visibility to the fate and relative impact of the products and/or materials that are collected via the take-back program to ensure they support positive environmental outcomes?	YesNo	brenveoutakebackfate
Use & End of Use	42.3. Is collected product ultimately diverted toward positive environmental outcomes and away from landfill, incineration, or energy recovery?	YesNo	brenveoutakebackdivert
Use & End of Use	43. Does your company have a prioritization process in place to determine the lowest-impact methods of servicing products with performance or quality issues that are in need of repair or replacement?	YesNo	brenveourepairpriority
Use & End of Use	43.1. Please indicate how you handled products that were returned during the last calendar year:	EOURepairHow	brenveourepairpriorityhow
Use & End of Use	44. Does your company participate or invest in technical research, development, and innovation in order to extend the life of its products?	YesNo	brenveouinnovation
Use & End of Use	45. Are your products made exclusively with materials that can be recycled using collection and recycling infrastructure where the product is sold? (Infrastructure should be available to at least 60 percent of users or communities)	DualYesProd	brenveourecmaterial
Use & End of Use	45.1. What kind of recycling collection and infrastructure can customers use?		brenveourecmaterialhow

Table 6: Brand: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Use & End of Use	46. Does your company have an action plan to keep reducing the environmental impacts of its products, both during customer use and at end of use?	YesPartialNo	brenveouaction
Use & End of Use	46.1. Please describe and upload a copy of the action plan:		brenveouactionhowdescribe
Use & End of Use	47. Does your company offer options to lease or rent products?	DualYesProd	brenveouleasing
Use & End of Use	48. Does your company participate or invest in activities with other stakeholders to jointly address systemic challenges in order to extend the longevity of your products and enable them to be reused and recycled?	YesNo	brenveoucollab
Use & End of Use	48.1. What stakeholders do you engage with?	EOUCollabWho	brenveoucollabwho
Use & End of Use	48.2. Please describe these initiatives:		brenveoucollabdescribe

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1.7 Brand: Social & Labor

Table 7: Brand: Social & Labor

Lifecycle Stage	Question Text	Answer Options	REFID
Product	1. Does your company assess the social/human rights impacts of its materials?	YesNo	brslprodmatimpact
Product	1.1. Please describe or provide documentation of this assessment:		brslprodmatimpactdescribe
Product	2. Does your company source materials that have social/human rights certifications from a credible third party?	YesPartialUnknown	brslprodmatpreferred
Product	3. Does your company track the percentage of materials with social/human rights attributes?	YesPartialUnknown	brslprodmatkpi
Product	4. Does your company assess the social/human rights impacts of its products?	YesNo	brslprodprodimpact
Product	4.1. Please describe or provide documentation of this assessment:		brslprodprodimpactdescribe
Product	5. Does your company source products that have social/human rights certifications from a credible third party?	YesPartialUnknown	brslprodprodpreferred
Product	6. Does your company track the percentage of products with social/human rights attributes?	YesPartialUnknown	brslprodprodkpi
Product	7. Does your company actively engage and collaborate with communities of practice, NGOs, and/or governments to share information, knowledge, and best practices that accelerate the adoption and development of materials or products that promote social responsibility/human rights?	YesNoUnknown	brslprodcollaborate
Product	7.1. Please list these efforts and provide relevant URLs that describe them in detail:		brslprodcollaboratelist
Supply Chain: Product & Textiles	8. Have your company's social/human rights policies been shared with its manufacturers in the last calendar year?	YesNoUnknown	brslscmanufacturecom
Supply Chain: Product & Textiles	8.1. Which segments of your supply chain have received your social/human rights policies?		brslscmanufacturecomportion
Supply Chain: Product & Textiles	9. Has your company established a program aimed at mitigating harm and improving social/human rights performance in the supply chain?	YesPartialUnknown	brslscriskprogram
Supply Chain: Product & Textiles	9.1. In which supply chain segments does this program apply?		brslscriskprogramportion

Table 7: Brand: Social & Labor (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Supply Chain: Product & Textiles	9.2. What is included in your program?	SLProgInclude	brslscproginclude
Supply Chain: Product & Textiles	9.3. How does your company implement the program?	SLProgImplement	brslscmgmtprogimpl
Supply Chain: Product & Textiles	10. Were your manufacturers consulted when creating the social-human rights program?	YesNoUnknown	brslscmanufactureconsult
Supply Chain: Product & Textiles	10.1. Which tiers were consulted? Please select all that apply:		brslscmanufactureconsulttiers
Supply Chain: Product & Textiles	10.2. How were they engaged?	SLFactEngage	brslscmanufactureconsultengage
Supply Chain: Product & Textiles	10.3. How often do you request feedback? Please select all that apply:	SLConsultReq	brslscmanufactureconsultrequest
Supply Chain: Product & Textiles	10.4. Please provide specific examples of how feedback was incorporated.		brslscmanufactureconsultexamples
Supply Chain: Product & Textiles	10.5. How frequently do you update your programs utilizing this feedback?	SLFactUpdate	brslscmanufactureconsultupdate
Supply Chain: Product & Textiles	11. Does your company have a means to confirm that suppliers at each tier of its value chain identify, manage and meet compliance with all applicable local regulations and/or international norms?	YesPartialUnknown	brslscomp
Supply Chain: Product & Textiles	11.1. In which supply chain segments can you confirm that social/human rights compliance regulations are met?		brslscompportion
Supply Chain: Product & Textiles	12. Does your company have an action plan to mitigate harm and improve the social/human rights performance of its supply chain?	YesPartialUnknown	brslscaction
Supply Chain: Product & Textiles	12.1. Please describe or upload the action plan:		brslscactionhowdescribe
Supply Chain: Product & Textiles	12.2. In which supply chain segments is action being taken?		brslscactionportion
Supply Chain: Product & Textiles	13. Does your company measure the effectiveness of its social/ human rights programs?	YesNoUnknown	brslscmeasureeffect
Supply Chain: Product & Textiles	13.1. Please select all that apply:	SLMeasureHow	brslscmeasureeffectselect
Supply Chain: Product & Textiles	14. Does your company have an escalation process for manufacturers that do not meet your policy requirements or programmatic goals?	YesNoUnknown	brslscescalation
Supply Chain: Product & Textiles	14.1. Please select all that apply:	SEscalateHow	brslscescalationselect
Supply Chain: Product & Textiles	15. If people are harmed by your company's actions or decisions relating to social/human rights management, is there a system in place for redressing the problem/complaint?	YesNoUnknown	brslscgrievanceremedy
Supply Chain: Product & Textiles	15.1. Does your company assess the effectiveness of its system and its outcomes?	YesNo	brslscgrievanceremedyeffect
Supply Chain: Product & Textiles	15.2. Please list the social/humans rights impacts you have addressed in the last calendar year, describing the action you took to redress/resolve the complaint.		brslscgrievanceremedyeffectdescribe1
Supply Chain: Product & Textiles	15.3. Please share a brief description:		brslscgrievanceremedyeffectdescribe2
Supply Chain: Product & Textiles	15.4. In the last calendar year, were you able to improve the rate of resolution of complaints?	YesNo	brslscgrievanceremedyimprove
Supply Chain: Product & Textiles	16. Does your company ensure that supply chain partners have credible grievance mechanisms in place?	YesPartialNo	brslscgrievance
Supply Chain: Product & Textiles	16.1. Which supply chain segment(s) have credible grievance mechanisms in place?		brslscgrievanceapply
Supply Chain: Product & Textiles	16.2. How is monitoring of social/human rights grievances monitored?	SCMonitoring	brslscgrievancemonitor

Table 7: Brand: Social & Labor (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Supply Chain: Product & Textiles	17. Does your company have an integrated scorecard that factors social/human rights criteria into purchasing decisions?	YesPartialUnknown	brslscscorecard
Supply Chain: Product & Textiles	17.1. Please select all criteria that are considered:	SCScoreCardCriteria	brslscscorecardselect
Supply Chain: Product & Textiles	18. Does your company support its manufacturers in improving their social/human rights management performance?	YesNoUnknown	brslscmanufactureimplement
Supply Chain: Product & Textiles	18.1. Please select all that apply:	SCSLManuSupport	brslscmanufactureimplementsselect
Supply Chain: Product & Textiles	18.2. Which tiers are supported? Please select all that apply:		brslscmanufactureimplementtier
Supply Chain: Product & Textiles	19. Does your company incentivize supply chain partners who have demonstrated strong social/human rights performance?	YesNoUnknown	brslscincentivize
Supply Chain: Product & Textiles	19.1. What does this include?	SCIncentInclude	brslscincentivizeinclude
Supply Chain: Product & Textiles	19.2. Is supplier performance and progress towards receiving incentives regularly reviewed and discussed with manufacturers?	YesNo	brslscincentivizereview
Supply Chain: Product & Textiles	20. Does your company host or share social/human rights training programs, resources and knowledge for manufacturers in collaboration with other companies?	YesPartialNo	brslsccommunityshare
Supply Chain: Product & Textiles	21. Does your company coordinate and fund social/human rights performance improvement projects for manufacturers in collaboration with other companies?	YesPartialNo	brslsccommunitycoordinate
Supply Chain: Responsible Purchasing Practices	22. Does your company have standard payment terms for manufacturers?	YesDays	brslscpppayment
Supply Chain: Responsible Purchasing Practices	23. Are all supplier invoices paid on time, according to their contract?	YesPartialNo	brslscppinvoices
Supply Chain: Responsible Purchasing Practices	24. Does your company provide favorable financial terms to manufacturers?	YesPartialNo	brslscppfavorable
Supply Chain: Product & Textiles	24.1. Please select all that apply:	SCFavorSelect	brslscppfavorableselect
Supply Chain: Responsible Purchasing Practices	25. Are buyers trained on the cost of production models?	YesNo	brslscppprodmod
Supply Chain: Responsible Purchasing Practices	26. Do sourcing / purchasing staff request minute values when placing orders?	YesPartialNo	brslscppminute
Supply Chain: Responsible Purchasing Practices	27. Are manufacturers updated regularly and timely on changes to seasonal ordering forecasts?	YesNo	brslscppseasonal
Supply Chain: Responsible Purchasing Practices	28. Are these forecasts reviewed against available factory capacity and agreed to by the manufacturers?	YesPartialNo	brslscppforecast
Supply Chain: Responsible Purchasing Practices	29. Are lead times discussed and agreed upon with manufacturers in advance of placing orders?	YesPartialNo	brslscpplead
Supply Chain: Responsible Purchasing Practices	30. Does your company spread order volume out over more months to reduce variability?	YesPartialNo	brslscppvolume
Supply Chain: Responsible Purchasing Practices	31. Does your company track the ratio of capacity-booked to capacity-utilized?	YesPartialNo	brslscppratio
Supply Chain: Product & Textiles	31.1. Are all buyers trained in this process and expected to use it in all buying decisions?	YesNo	brslscppratioyes
Supply Chain: Responsible Purchasing Practices	32. Does your company work with suppliers to determine whether shipping deadlines need to be extended when orders are changed?	YesPartialNo	brslscppextend
Supply Chain: Responsible Purchasing Practices	33. Does your company monitor changes and cancellations made by the company after order placement?	YesNo	brslscppmonitor
Supply Chain: Product & Textiles	33.1. Is this information used to improve order accuracy?	YesNo	brslscppmonitorordacc

Table 7: Brand: Social & Labor (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Supply Chain: Responsible Purchasing Practices	34. Is capacity discussed and agreed upon with manufacturers in advance of placing chase order?	YesPartialNo	brslscppcapacity
Supply Chain: Responsible Purchasing Practices	35. Does your company collect supplier feedback about the social/human rights impacts of its purchasing practices?	YesNo	brslscppformal
Supply Chain: Product & Textiles	35.1. Describe how this feedback is collected:		brslscppformaldescribe
Supply Chain: Product & Textiles	35.2. Please give specific examples of how purchasing practices change based on manufacturer feedback:		brslscppformalexamples
Supply Chain: Responsible Purchasing Practices	36. Has your company analyzed the social/human rights impact of your purchasing practice improvements?	YesPartialNo	brslscppimpact
Supply Chain: Product & Textiles	36.1. Describe the findings you have made from this analysis:		brslscppimpactdescribe
Supply Chain: Responsible Purchasing Practices	37. Does your company incentivize supply chain partners who demonstrate strong social/human rights performance?	YesNo	brslscppincent
Supply Chain: Product & Textiles	37.1. What incentives are used?	SCIncentInclude	brslscppincentinclude
Supply Chain: Product & Textiles	37.2. Is supplier performance and progress towards receiving incentives regularly reviewed and discussed with manufacturers?	YesNo	brslscppincentreview

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1.8 Stores: Environment

Table 8: Stores: Environment

Lifecycle Stage	Question Text	Answer Options	REFID
Stores	1. Has your company established a program aimed at improving environmental performance within its stores?	YesPartialNo	stenvprogram
Stores	1.1. What is included in your program?	stProgList	stenvprog
Stores	2. Has your company implemented practices to reduce resource consumption in key impact areas in stores?	YesPartialNo	stenvkeyimpact
Stores	2.1. Have practices been implemented to reduce energy consumption in stores?	YesPartialNo	stenvenergy
Stores	2.1.1. What practices have you implemented to reduce energy consumption?	stEnergyRedux	stenvenergylist
Stores	2.2. Have practices been implemented to reduce water consumption in your stores?	YesPartialNo	stenvwater
Stores	2.2.1. Please indicate what practices you have implemented to reduce water consumption in your stores:	stWaterConsumpt	stenvwaterlist
Stores	2.3. Have practices been implemented to reduce or improve other impacts in stores?	YesPartialNo	stenvother
Stores	2.3.1. Please describe:		stenvotherdescribe
Stores	3. Does your company have an action plan to improve the environmental performance of its stores?	YesPartialNo	stenvaction
Stores	3.1. Please upload a copy of the action plan:		stenvactionhow
Stores	4. Has your company made improvements in store environmental performance over the last calendar year?	YesNo	stenvimprove
Stores	4.1. Please describe the improvements made over the last calendar year:		stenvimprovedescribe
Stores	5. Have your stores received recognized third-party certifications for reduced environmental impact (multi-attribute certifications ONLY)?	YesPartialNo	stenvcertification

Table 8: Stores: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Stores	5.1. Which certifications have they received?	stCertList	stenvcertificationwhich
Stores	6. Does your company publicly communicate the key environmental impacts, policies and programs associated with store operations?	YesNo	stenvpublic
Stores	6.1. Please describe and provide the relevant URLs:		stenvpublicdescribe

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1.9 Stores: Social & Labor

Table 9: Stores: Social & Labor

Lifecycle Stage	Question Text	Answer Options	REFID
Stores	1. Have internal social/human rights and labor workplace standards been implemented in stores in the last calendar year?	YesPartialNo	stslstandard
Stores	2. Do all contracts associated with stores include social/human rights compliance terms to which all parties must adhere?	YesNo	stslcomplianceterms
Stores	3. Have stores been free of all labor violations?	YesNo	stsllaborviolationfree
Stores	3.1. Please describe the violations and what you are doing to support resolving them:		stsllaborviolationdescribe
Stores	4. Do all stores have a social/human rights responsibility program in place?	YesNo	stslprogram
Stores	4.1. Please describe the program(s):		stslprogramdescribe
Stores	5. Are all stores (including any employment or labor agencies with which you work) in compliance with local labor laws?	YesNo	stslagencycompliance
Stores	5.1. Please indicate which of the following practices are included:	stAgencyList	stslagencylist
Stores	6. Does your company have a process to ensure stores (including any employment or labor agencies with which you work) are in compliance with local labor laws?	YesPartialNo	stslcomplianceprocess
Stores	7. Does your company pay all store employees a living wage?	YesPartialNo	stslivingwage
Stores	8. Does your company have an action plan to improve the social/human rights performance of stores?	YesPartialNo	stslactionplan
Stores	8.1. Please upload a copy of the action plan:		stslactionplanhow
Stores	9. Does your company participate or invest in activities with other stakeholders to jointly address systemic challenges in order to improve the social/human rights working conditions in stores?	YesNo	stslstakeholders
Stores	9.1. Who do you engage with:	stStakeholders	stslstakeholderslist
Stores	9.2. Please describe your joint initiatives and/or list the relevant URLs:		stslstakeholdersdescribe
Stores	10. Does your company offer career advancement opportunities to store employees?	YesPartialNo	stslemployeecareer
Stores	11. Does your company provide healthcare benefits to store employees?	YesPartialNo	stslemployeehealth
Stores	12. Does your company provide retirement benefits to store employees?	YesPartialNo	stslemployeeetire
Stores	13. Do you publicly communicate your key social/human rights impacts, policies and programs associated with your stores?	YesNo	stslpublic
Stores	13.1. Please describe and provide the relevant URLs:		stslpublicdescribe

Table 9: Stores: Social & Labor (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
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1.10 Operations and Logistics: Environment

Table 10: Operations and Logistics: Environment

Lifecycle Stage	Question Text	Answer Options	REFID
Offices	1. Has your company established a program aimed at improving the environmental performance within its offices?	YesPartialNo	olenvofficesprogram
Offices	1.1. What does your program include?	offsenlist	olenvofficesprog
Offices	2. Has your company implemented practices to reduce resource consumption in key impact areas in offices?	YesPartialNo	olenvofficeskeyimpact
Offices	2.1. Have practices been implemented to reduce energy consumption in offices?	YesPartialNo	olenvofficesenergy
Offices	2.1.1. Please indicate what practices you have implemented to reduce energy consumption:	dcEnergyRedux	olenvofficesenergylist
Offices	2.2. Have practices been implemented to reduce water consumption in offices?	YesPartialNo	olenvofficeswater
Offices	2.2.1. Please indicate what practices you have implemented to reduce water consumption:	dcWaterConsumpt	olenvofficeswaterlist
Offices	2.3. Have practices been implemented to reduce or improve other impacts in offices?	YesPartialNo	olenvofficesother
Offices	2.3.1. Please describe:		olenvofficesotherdescribe
Offices	3. Does your company have an action plan to improve the environmental performance of its offices?	YesPartialNo	olenvofficesaction
Offices	3.1. Please describe or upload the action plan:		olenvofficesactiondescribe
Offices	4. Do your offices carry recognized third-party certifications for reduced environmental impact (multi-attribute certifications ONLY)?	YesPartialNo	olenvofficescert
Offices	4.1. Which certifications apply?	offEnvCerts	olenvofficescertwhich
Offices	5. Do you publicly communicate your key environmental impacts, policies and programs associated with your offices?	YesNo	olenvofficespublic
Offices	5.1. Please describe and provide the relevant URLs:		olenvofficespublicdescribe
Transportation	6. Does your company have documentation of its current inbound transportation flows?	YesPartialPercents	olenvtransindocument
Transportation	7. Does your company have documentation of its current outbound transportation flows?	YesPartialPercents	olenvtransoutdocument
Transportation	8. Does your company work with its suppliers and logistics providers to use the most efficient modes of transportation for your inbound shipments (e.g. ships instead of planes; rail instead of trucks)?	YesPartialUnknown	olenvtransineff
Transportation	8.1. Please describe:		olenvtransineffdescribe
Transportation	9. Does your company work with its distribution centers and logistics providers to use the most efficient modes of transportation for its outbound shipments (e.g trucks instead of planes)?	YesPartialUnknown	olenvtransouteff
Transportation	9.1. Please describe:		olenvtransouteffdescribe
Transportation	10. Does your company have an integrated scorecard upon which logistics providers are chosen and existing logistics providers are rated?	YesNo	olenvtransscorecard
Transportation	10.1. Please select all practices included in your integrated scorecard:	transScoreCard	olenvtransscorecardselect

Table 10: Operations and Logistics: Environment (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Transportation	11. Have you successfully transitioned to low or no carbon fuels for any portion of your inbound logistics?	YesPartialPercents	olenvtransinlowcarbon
Transportation	11.1. Which modes of transportation are using them?		olenvtransinlowcarbonmode
Transportation	12. Have you successfully transitioned to low or no carbon fuels for any portion of your outbound logistics?	YesPartialPercents	olenvtransoutlowcarbon
Transportation	12.1. Which modes of transportation are using them?		olenvtransoutlowcarbonmode
Transportation	13. Does your company publicly communicate its greenhouse gas emission impacts, policies and programs associated with its product transportation?	YesNo	olenvtranscomms
Transportation	13.1. Please describe and provide the relevant URLs:		olenvtranscommsdescribe
Transportation	13.2. Which programs/initiatives have been used to report on emissions associated with inbound/outbound logistics?	TransLogsCoReport	olenvtranscommsreport
Transportation	13.3. Which methodology was used to calculate logistics emissions?	TransLogsCoMethod	olenvtranscommsmethod
Transportation	14. Does your company help consumers make choices that help reduce environmental impact from product transport?	YesPartialNo	olenvtransconsumer
Transportation	14.1. Select all that apply:	TransLogConsumer	olenvtransconsumersel
Transportation	15. Does your company participate or invest in activities with other stakeholders to jointly address systemic challenges in order to improve the environmental conditions of its fleets?	YesPartialNo	olenvtransconds
Transportation	15.1. Please describe with whom and how your company engages:		olenvtranscondsdescribe
Distribution Centers	16. Has your company established a program aimed at improving environmental performance in distribution centers?	YesPartialNo	olenvdcprogram
Distribution Centers	16.1. What is included in this program?	dcProgInc	olenvdcprog
Distribution Centers	17. Has your company implemented practices to reduce resource consumption in key impact areas in distribution centers?	YesPartialNo	olenvdckeyimpact
Distribution Centers	17.1. Have practices been implemented to reduce energy consumption in distribution centers?	YesPartialNo	olenvdcenergy
Distribution Centers	17.1.1. What practices have been implemented to reduce energy consumption?	dcEnergyRedux	olenvdcenergylist
Distribution Centers	17.2. Have practices been implemented to reduce water consumption in distribution centers?	YesPartialNo	olenvdcwater
Distribution Centers	17.2.1. What practices have been implemented to reduce water consumption?	dcWaterConsumpt	olenvdcwaterlist
Distribution Centers	17.3. Have practices been implemented to reduce or improve other impacts in distribution centers?	YesPartialNo	olenvdcother
Distribution Centers	17.3.1. Please describe:		olenvdcotherdescribe
Distribution Centers	18. Does your company have an action plan to improve the environmental performance of distribution centers?	YesPartialNo	olenvdcaction
Distribution Centers	18.1. Please describe or upload the action plan:		olenvdcactionhowdescribe
Distribution Centers	19. Has your company made improvements in the environmental performance of distribution centers over the last calendar year?	YesNo	olenvdcimprove
Distribution Centers	19.1. Describe the improvements made over the last calendar year.		olenvdcimprovedescribe
Distribution Centers	20. Do distribution centers carry recognized third-party certifications for reduced environmental impact (multi-attribute certifications ONLY)?	YesPartialNo	olenvdccertification
Distribution Centers	20.1. Which certifications apply?	dcCertWhich	olenvdccertificationwhich
Distribution Centers	21. Does your company publically communicate the key environmental impacts, policies and programs associated with its distribution centers?	YesPartialNo	olenvdcpublic
Distribution Centers	21.1. Please describe and provide the relevant URLs:		olenvdcpublicdescribe

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1.11 Operations and Logistics: Social & Labor

Table 11: Operations and Logistics: Social & Labor

Lifecycle Stage	Question Text	Answer Options	REFID
Offices	1. Have internal social/human rights and labor workplace standards been implemented in offices in the last calendar year?	YesPartialNo	olslofficesstandard
Offices	2. Are all offices (including any employment or labor agencies with which you work) in compliance with local labor laws?	YesNo	olslofficescompliance
Offices	2.1. Select all that apply:	offAgencyList	olslofficesagencylist
Offices	3. Does your company have a process to ensure offices (including any employment or labor agencies with which you work) are in compliance with local labor laws?	YesPartialNo	olslofficescomplianceprocess
Offices	4. Does your company have an action plan to improve the social/human rights performance of offices?	YesPartialNo	olslofficesactionplan
Offices	4.1. Please upload a copy of the action plan:		olslofficesactionhow
Offices	5. Has your company made improvements in social/human rights performance in offices over the last calendar year?	YesNo	olslofficesimprove
Offices	5.1. Describe the improvements made over the last calendar year:		olslofficesimprovedescribe
Offices	6. Does your company participate or invest in activities with other stakeholders to jointly address systemic challenges in order to improve the social/human rights working conditions in offices?	YesNo	olslofficesstakeholders
Offices	6.1. Who do you engage with:	offSLStake	olslofficesstakeholderslist
Offices	6.2. Please describe your joint initiatives and/or list the relevant URLs:		olslofficesstakeholdersdescribe
Offices	7. Does your company offer career advancement opportunities to office employees?	YesPartialNo	olslofficesemployeecareer
Offices	8. Does your company ensure healthcare benefits are provided to your office employees?	YesPartialNo	olslofficesemployeehealth
Offices	9. Does your company ensure retirement benefits are provided to your office employees?	YesPartialNo	olslofficesemployeeetire
Offices	10. Do you publicly communicate your key social/human rights impacts, policies and programs associated with offices?	YesNo	olslofficespublic
Offices	10.1. Please describe and provide the relevant URLs:		olslofficespublicdescribe
Transportation	11. Have internal social/human rights and labor workplace standards been implemented in transportation operations in the last calendar year?	YesPartialNo	olsltransstandard
Transportation	12. Do all contracts associated with logistics providers include social/human rights compliance terms to which all parties must adhere?	YesNo	olsltranscompliance
Transportation	13. Has/have your transportation operation(s) been free of all labor violations?	YesNo	olsltranslaborviolationfree
Transportation	13.1. Describe the violations and what you are doing to support resolving them:		olsltransviolationdescribe
Transportation	14. Do all transportation operations have a social/human rights responsibility program in place?	YesNo	olsltransprogram
Transportation	14.1. Please describe the program:		olsltransprogramdescribe
Transportation	15. Are all transportation operations (including any employment or labor agencies with which you work) in compliance with local labor laws?	YesNo	olsltranscompliance
Transportation	15.1. Which of the following practices are included?	transAgencyList	olsltransagencylist

Table 11: Operations and Logistics: Social & Labor (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Transportation	16. Does your company have a process to ensure transportation operations (including any employment or labor agencies with which you work) are in compliance with local labor laws?	YesPartialNo	olsltranscomplianceprocess
Transportation	17. Are all employees involved with transportation operations paid a living wage?	YesPartialNo	olsltranslivingwage
Transportation	18. Does your company have an action plan to improve the social/human rights performance of transportation operations?	YesPartialNo	olsltransactionplan
Transportation	18.1. Please upload a copy of the action plan:		olsltransactionhow
Transportation	19. Has your company made improvements in social/human rights performance in transportation operations over the last calendar year?	YesNo	olsltransimprove
Transportation	19.1. Describe the improvements made over the last calendar year:		olsltransimprovedescribe
Transportation	20. Does your company participate or invest in activities with other stakeholders to jointly address systemic challenges in order to improve the social/human rights working conditions in transportation operations?	YesNo	olsltransstakeholders
Transportation	20.1. Who do you engage with:	transStakeList	olsltransstakeholderslist
Transportation	20.2. Please describe your joint initiatives and/or list the relevant URLs:		olsltransstakeholdersdescribe
Transportation	21. Does your company ensure career advancement opportunities are provided to your logistics providers' employees?	YesPartialNo	olsltransemployeecareer
Transportation	22. Does your company ensure healthcare benefits are provided to your logistics providers' employees?	YesPartialNo	olsltransemployeehealth
Transportation	23. Does your company ensure retirement benefits are provided to your logistics providers' employees?	YesPartialNo	olsltransemployeeetire
Transportation	24. Does your company publicly communicate your key social/human rights impacts, policies and programs associated with its transportation operations?	YesNo	olsltranspublic
Transportation	24.1. Please describe and provide the relevant URLs:		olsltranspublicdescribe
Distribution Centers	25. Have internal social/human rights and labor workplace standards been implemented in distribution centers in the last calendar year?	YesPartialNo	olsldcstandard
Distribution Centers	26. Do all contracts associated with distribution centers include social/human rights compliance terms to which all parties must adhere?	YesNo	olsldccompliance
Distribution Centers	27. Has/have your distribution center(s) been free of all labor violations?	YesNo	olsldclaborviolationfree
Distribution Centers	27.1. Please describe the violations and what you are doing to support resolving them:		olsldcviolationdescribe
Distribution Centers	28. Do all distribution centers have a social/human rights responsibility program in place?	YesNo	olsldcprogram
Distribution Centers	28.1. Describe the program:		olsldcprogramdescribe
Distribution Centers	29. Are all distribution centers (including any employment or labor agencies with which you work) in compliance with local labor laws?	YesNo	olsldccompliance
Distribution Centers	29.1. Which of the following practices are included?	dcAgencyList	olsldcagencylist
Distribution Centers	30. Does your company have a process to ensure distribution centers (including any employment or labor agencies with which you work) are in compliance with local labor laws?	YesPartialNo	olsldccomplianceprocess
Distribution Centers	31. Are all employees involved with distribution center operations paid a living wage?	YesPartialNo	olsldclivingwage
Distribution Centers	32. Does your company have an action plan to improve the social/human rights performance of distribution centers?	YesPartialNo	olsldcactionplan

Table 11: Operations and Logistics: Social & Labor (continued)

Lifecycle Stage	Question Text	Answer Options	REFID
Distribution Centers	32.1. Please upload a copy of the action plan:		olsldcactonhow
Distribution Centers	33. Has your company made improvements in social/human rights performance in distribution centers over the last calendar year?	YesNo	olsldcimprove
Distribution Centers	33.1. Describe the improvements made over the last calendar year:		olsldcimprovedescribe
Distribution Centers	34. Does your company participate or invest in activities with other stakeholders to jointly address systemic challenges in order to improve the social/human rights working conditions in distribution centers?	YesNo	olsldcstakeholders
Distribution Centers	34.1. Who do you engage with:	dcStakeHolders	olsldcstakeholderslist
Distribution Centers	34.2. Please describe your joint initiatives and/or list the relevant URLs:		olsldcstakeholdersdescribe
Distribution Centers	35. Does your company ensure career advancement opportunities are provided to your distribution centers' employees?	YesPartialNo	olsldcemployeecareer
Distribution Centers	36. Does your company ensure healthcare benefits are provided to your distribution centers' employees?	YesPartialNo	olsldcemployeehealth
Distribution Centers	37. Does your company ensure retirement benefits are provided to your distribution centers' employees?	YesPartialNo	olsldcemployeeetire
Distribution Centers	38. Does your company publicly communicate your key social/human rights impacts, policies and programs associated with distribution centers?	YesNo	olsldcpublic
Distribution Centers	38.1. Please describe and provide the relevant URLs:		olsldcpublicdescribe

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2 List of Answer Options

	AnnualRevenue	dcAgencyList	dcCertWhich	dcEmpTech
1	Less than 5 million	Employees are able to freely access their original identity cards, work permits and travel documents at any time	LEED	Background in environmental responsibility or related field
2	5 -20 million	Employees' freedom of movement is not restricted	BREEAM	Annual professional development or training on environmental topics
3	20-100 million	No employee has paid illegal or excessive recruitment fees and other charges	Other	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact
4	100-500 million	Validated the agency/broker operates under legally issued license		None of the above
5	500 million to 1 billion	Other		
6	1 -10 billion			
7	Exceeding 10 billion			

	dcEnergyRedux	dcenvApplicability	dcProgInc	dcStakeHolders
1	Central Climate System to monitor and manage energy consumption	Owned or operated by your company	A corporate policy, approved by your company's executive team and/or Board that underpins the commitment to the success of this program.	Local communities
2	Energy efficient lighting (LEDs, etc.)	Owned or operated by a contracted third party logistics provider	Compliance with all applicable regulations.	Local governments

(continued)

	dcEnergyRedux	dcenvApplicability	dcProgInc	dcStakeHolders
3	Energy efficient HVAC systems		Specific minimum requirements and best practices that go above and beyond applicable regulations. Requirements in contracts that require third party logistics providers to meet the goals of the program. Public disclosure including a description of your impact, effectiveness of managing impacts, and details pertaining to your program.	Local NGOs
4	Monitoring energy consumption systems through sub-metering			International NGOs
5	Variable Frequency Drives (VFDs) on all motors			Tri-party agreement (multi stakeholder initiative)
6	Motion sensors, daylight sensors or programmed sensors		Other	Labor unions
7	Electronically-regulated air curtains help to prevent the entry of cooler or hotter air from outside			Other company or companies that have the same business partners
8	Energy efficient refrigeration systems			Building owners, landlords, or third party logistics providers of distribution centers
9	Low and zero carbon technologies that improve the assessed building's energy performance			Other
10	Generating renewable energy			
11	Purchasing renewable energy			
12	Other			

	dcWaterConsumpt	DualYesDmg	DualYesProd	EmployeeLevel
1	Low water use fixtures (e.g. low flow, sensors) and toilets (high efficient, dual-flush, waterless urinals, etc.)	Yes: 50 Percent or more of faulty damaged products or unsold inventory	Yes: 50 Percent more of products	CSR team
2	On-site wastewater treatment system to enable the recycling of water	Yes: 1-49 Percent of faulty damaged products or unsold inventory	Yes: 1-49 Percent of products	Human Resources
3	Leak detection system that is capable of detecting a major water leak on the mains water supply within the site boundary	No	No	Executive team
4	Drip feed surface irrigation that incorporates soil moisture sensors			BOD
5	Reclaimed water from rainwater or greywater systems			
6	External landscaping and planting that relies solely on precipitation during all season of the year			
7	Other			

	EmployeeNumber	EnergyUnit	ensources	EnviComHow
1	0 employees	kWh	Electricity (purchased)	Incentivize company employees to engage in local environmental service projects and/or investment initiatives
2	1-10 employees	MJ	Geothermal	Give charitable contributions to environmental programs
3	11-50 employees	mmBTU	Hydro	Share our innovations, tools or solutions with the wider industry
4	51-200 employees	BTU	Solar Photovoltaic (onsite/direct)	Engage stakeholders (e.g., NGOs, academia, business partners, communities) to understand and address local environmental issues together

(continued)

	EmployeeNumber	EnergyUnit	ensources	EnviComHow
5	201-500 employees	Joule	Wind (onsite/direct)	Engage stakeholders (e.g., NGOs, academia, business partners, communities) to understand and address industry-wide environmental issues together
6	501-1000 employees	cu ft	District Heat	Engage with local or national governments on environmental regulation or management issues
7	1001-5000 employees	cu yard	Natural Gas	Other
8	5001-10,000 employees	liter		
9	10,001+ employees	m3		
10		gal		
11		CCF		

	EnviEmpComp	EnviPubHow	EnviPubShare	EnviRiskAct
1	Background in environmental responsibility or related field	Our company follows internationally recognized standards (e.g., UNGP, GRI, etc)	Background information describing your company's risks, impacts, and opportunities	Product
2	Experience working in a manufacturing setting	Our company publishes this information at least annually	Due diligence management system	Packaging
3	Annual professional development or training on environmental topics	Our company has our information externally reviewed or verified by a qualified verification body	Strategies and action plans for addressing your risks, impacts, and opportunities	Transportation
4	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact	Other	Policies and procedures	Offices
5	Other		Progress, remediation, and improvements made	Distribution Centers
6			Metrics and key performance indicators	Retail Stores
7			Stakeholder engagement approach	Product Use & End of Use
8			Government policy engagement efforts and outcomes	Supply Chain: Agent/Trading Company/Licensees
9			Other	Supply Chain Tier 1: Final product manufacturing and assembly (or finished goods production)
10				Supply Chain Material Converters
11				Supply Chain Tier 2: Material manufacturing (or finished materials production)
12				Supply Chain Tier 3: Raw material processing
13				Supply Chain Tier 4: Agriculture, Ranching, Forestry, and Extraction
14				Supply Chain: Chemical Suppliers (management, finished product and/or packaging compliance)
15				Other

	EnviRiskAreas	EnviRiskFactors	EnviRiskProg	EnviRiskStake
1	Animal Welfare	Sector risk factors	A corporate policy, approved by your company's executive team and/or Board that underpins the commitment to the success of this program.	Internal employees
2	Biodiversity/Land Use/Habitat Loss	Product risk factors	Compliance with all applicable regulations.	Business partners (suppliers, manufacturers, agents, wholesale companies, retailers)

(continued)

	EnviRiskAreas	EnviRiskFactors	EnviRiskProg	EnviRiskStake
3	Deforestation	Country risk factors	Specific minimum requirements and best practices that go above and beyond applicable regulations. Requirements in manufacturer contracts that requires their suppliers and subcontractors to meet the goals of the program. Public disclosure including a description of your impact, effectiveness of managing impacts, and details pertaining to your program.	Consumers
4	Energy / Fuel Use (or Fossil Fuel Depletion)	Business model risk factors		NGOs
5	Greenhouse Gas (GHG) Emissions	Sourcing model risk factors		Regulators/Policy Makers/Government Bodies
6	Air Emissions / Air Pollution (non GHG)	Other	Other	Trade Unions/Industry Groups
7	Solid Waste			Academic Institutions
8	Hazardous Waste			Other
9	Chemical Hazard/Management			
10	Water Use / Water Scarcity			
11	Wastewater / Water Pollution / Eutrophication			

	EnviRiskStandards	EOUCollabWho	EOUEmpComp	EOUGuidelnc
1	B Corp	Local communities	Background in environmental responsibility or related field Annual professional development or training on environmental topics Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact	Best practices for storing product in a manner that extends product life Cleaning or washing products only as frequently as is necessary Guidance on re-treating or re-finishing products to enhance and prolong any applicable performance or aesthetic characteristics that are likely to extend product life Low-impact dry cleaning or no dry cleaning
2	Global Reporting Initiative (GRI)	Governments		
3	ISO 14001	NGOs		
4	Internal assessment	Multi-stakeholder initiatives	None of the above	Low-impact product care guidance (e.g., where appropriate, washing garments at a lower temperature, line-drying or hang drying, using non-toxic detergents, avoiding bleach, etc.)
5	UN Global Compact COP	Other		
6	Other			

	EOURepairHow	EOURepairOffer	Frequency	Method
1	Products were repaired for that customer	An in-house repair offering operated by your company	Continuously	Meters
2	Products were not repaired and were replaced with a new product	A third-party repair offering operated by a third-party organization	Daily	Invoices
3	Products were replaced with a new product, but the original was collected for repair and recirculation	Product that includes repair kit offerings so product owner can make repair him / herself	Weekly	Estimates
4	For products that could not be repaired, our company offered an alternative option (reusing, refurbishing, donating or recycling)	Other	Monthly	
5	Other		Bi-monthly	
6			Quarterly	
7			Annually	

	offAgencyList	offEmpTech	offEnvCerts	offsenlist
1	Employees are able to freely access their original identity cards, work permits and travel documents at any time	Background in environmental responsibility or related field	LEED	A corporate policy, approved by your company's executive team and/or Board that underpins the commitment to the success of this program. Compliance with all applicable regulations. Specific minimum requirements and best practices that go above and beyond applicable regulations. Requirements in contracts that require contractors to meet the goals of the program. Public disclosure including a description of your impact, effectiveness of managing impacts, and details pertaining to your program.
2	Employees' freedom of movement is not restricted	Annual professional development or training on environmental topics	BREEAM	
3	No employee has paid illegal or excessive recruitment fees and other charges	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact	Other	
4	Validated the agency/broker operates under legally issued license	None of the above		
5	Other			
6				Other

	offSLStake	Ownership	pkbrCirSelect	pkbrInvSelect
1	Local communities	Public	Increasing the share of packaging made from recycled material	Plastics (synthetic or bio-based)
2	Local governments	Private	Implementing strategies for packaging reuse	Wood-Based Materials (e.g. cardboard, cork, wood)
3	Local NGOs	Subsidiary	Ensuring materials are safe building blocks for circularity	Textiles (natural, synthetic, man-made cellulosic)
4	International NGOs		Implementing design strategies for recyclability	Synthetic Leather
5	Tri-party agreement (multi stakeholder initiative)		Ensuring the collection systems and recycling infrastructure is available to at least 60 percent of the end users	Leather
6	Labor unions		Increasing the use of hazard-screened chemicals	Metals
7	Other company or companies that have the same business partners		Other	Insulation Materials (natural or synthetic)
8	Building owners, landlords, or third party logistics providers of distribution centers			Foam
9	Other			

	pkEmpComp	pkProgramList	pkProgTransList	ProdCell
1	Background in environmental responsibility or related field	Eliminating packaging	Eliminating packaging	Preferred Lyocell
2	Experience working in product materials	Lightweighting materials	Lightweighting materials	Preferred Modal
3	Annual professional development or training on environmental topics	Reducing size or volume of packaging	Reducing size or volume of packaging	Preferred Viscose
4	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact	Packaging Redesign (e.g. using bags instead of boxes for e-commerce shipments)	Packaging Redesign (e.g. using bags instead of boxes for e-commerce shipments)	Recycled Cellulose
5	None of the above	Eliminating labels, foils, inks, colorants, fasteners, seals, liners, laminates, waxes, coatings, etc.	Reusing packaging	
6		Other	Increasing packing efficiencies	
7			Changing process to eliminate repacking at the distribution center (e.g. cross dock, pre-packs at the factory, etc.)	

(continued)

pkEmpComp	pkProgramList	pkProgTransList	ProdCell
8		Eliminating labels, foils, inks, colorants, fasteners, seals, liners, laminates, waxes, coatings, etc.	
9		Other	

ProdCotton	ProdEmpTechJob	ProdFoam	ProdFur
1 Better Cotton Initiative	Background in environmental responsibility or related field	Recycled Certified (e.g. GRS or RCS)	Certified Practices (e.g. bluesign)
2 Cotton Made in Africa	Experience working in product materials	Other sustainability attribute or certification	Other sustainability attribute or certification
3 Fair Trade Cotton	Annual professional development or training on environmental topics		
4 Organic Cotton	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact		
5 Organic-Fair Trade	None of the above		
6 REEL Cotton			
7 Recycled Cotton			

ProdIMat	ProdInvIndicate	ProdLeather	ProdMetal
1 Recycled Certified (e.g. GRS or RCS)	Cellulosic Textiles (man-made)	Recycled Certified (e.g. GRS or RCS)	Recycled Certified (e.g. GRS or RCS)
2 Other sustainability attribute or certification	Cotton Textiles	Other sustainability attribute or certification	Other sustainability attribute or certification
3	Foam		
4	Fur		
5	Insulation Materials (natural or synthetic)		
6	Leather		
7	Plastics (synthetic or bio-based)		
8	Metals		
9	Rubbers/Elastomers		
10	Synthetic Leather		
11	Synthetic Textiles		
12	Wood-Based Materials (e.g. cardboard, cork, wood)		
13	Wool		
14	Other textiles		

ProdMRSLApply	ProdOther	ProdPlastic	ProdQAProg
1 It is maintained/updated at least on an annual basis	Recycled Certified (e.g. GRS or RCS)	Recycled Certified (e.g. GRS or RCS)	Durability criteria for products and materials to ensure longevity in the products' intended use
2 It meets all applicable local chemical use regulations in the respective country of production	Other sustainability attribute or certification	Other sustainability attribute or certification	Lab and/or field-testing program to ensure products and materials meet durability criteria.
3 It goes beyond applicable regulatory requirements in order to proactively address potential chemicals risks that are relevant to your company's products and the processes involved			An active feedback system to assess the condition of products throughout their duration of service (including returns) and upgrade durability criteria accordingly.
4 Compliance is specified in in supplier contracts and purchasing requirements			Educate consumers about the intended life cycle/duration of use of product(s).
5 It is required of all sub-suppliers & sub-contractors			Formal inclusion of QA data into the product design process.

(continued)

	ProdMRSLApply	ProdOther	ProdPlastic	ProdQAProg
6	It is a widely-adopted, public MRSL, administered and maintained by a credible third-party organization			

	ProdRSLApply	ProdRubber	ProdSLEmpTech	ProdSynthetics
1	Company's Product RSL is maintained/updated on at least an annual basis. Company's Product RSL specifies the most stringent regulatory limits for restricted substances as found in applicable global regulations. Company's Product RSL goes beyond applicable regulatory requirements in order to proactively address potential chemicals risks that are relevant to your company's products. Company includes Product RSL compliance in supplier contracts and specifies that suppliers must in turn require their suppliers and subcontractors to have a means of ensuring compliance with the Product RSL. Company's Product RSL is aligned to a widely-adopted Product RSL administered by a credible third-party organization (include this list in guidance: AAFA RSL (American Apparel & Footwear Association, AFIRM RSL, bluesign RSL, OEKO-TEX Standard 100 RSL)	Recycled Certified (e.g. GRS or RCS)	Background in social responsibility, human rights, or related field	Recycled Certified Polyester (e.g. GRS or RCS)
2		Other sustainability attribute or certification	Experience working in a manufacturing setting	Recycled Certified Nylon (e.g. GRS or RCS)
3			Annual professional development or training on social/human rights topics	
4			Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact	
5				
6	Other			

	ProdWood	ProdWool	RiskTime	RTCommInc
1	Recycled Certified (e.g. GRS or RCS)	Recycled Wool	Full time	On-product labeling
2	Certified Forest Practices (e.g. FSC)	Organic Wool	Half-time	In-store signage and educational materials
3	Other sustainability attribute or certification	Responsible Wool Standard	Part-time	Environmental attribute information highlighted on product pages in digital environment
4			Seasonal	
5			Contract	
6			Other	

	RTContHow	RTEmpExp	RTEOUHow	RTIncSelect
1	Providing educational resources that wholesale brand partners can access at their convenience	Background in environmental responsibility or related field	An in-house repair offering operated by your company	Award(s) or recognition for strong environmental performance
2	Facilitating interactive educational sessions that wholesale brand partners can attend	Experience working in product materials	A third-party repair offering operated by a third-party organization	More favorable business terms for brands demonstrating strong environmental performance

(continued)

	RTContHow	REmpExp	RTEOUHow	RTIncSelect
3	Offering an always-on forum for wholesale brand partners to contact your company and receive support in improving environmental performance	Annual professional development or training on environmental topics	Product that includes repair kit offerings so product owner can make repair him / herself	A formal emphasis on environmental performance in strategic business planning conversations with wholesale brand partner
4	Lowering barriers to access to environmental-related multi-stakeholder working groups or initiatives	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact	Other	Other
5	Other	None of the above		

	RTSCSelect	rtslncentInc	rtslPolicyList	rtslSCardList
1	Animal Welfare	Award(s) or recognition for strong social/human rights performance	Banned or restricted supply chains	forced labor or human trafficking
2	Biodiversity/Land Use/Habitat Loss	More favorable business terms for companies demonstrating strong social/human rights performance	Minimum social/human rights performance requirements for product manufacturing	child labor
3	Deforestation	A formal emphasis on social/human rights performance in strategic business planning conversations with company partners	Participation in collaborative industry initiatives	wages and benefits
4	Energy / Fuel Use (or Fossil Fuel Depletion)	All	Reporting against industry standards	working hours
5	Greenhouse Gas (GHG) Emissions	Other		freedom of association and collective bargaining
6	Air Emissions / Air Pollution (non GHG)			health and safety
7	Solid Waste			access to water and sanitation
8	Hazardous Waste			decent work
9	Chemical Hazard/Management			discrimination, harassment, and abuse
10	Water Use / Water Scarcity			sexual harassment and gender-based violence
11	Wastewater / Water Pollution / Eutrophication			bribery and corruption
12	Other			right to health
13				right to privacy
14				right to security of the person
15				minorities' and communities' rights
16				land rights

	rtslSupportInc	SalesRegion	SCChemManAct	SCConsulEng
1	Providing educational resources that credible third party company partners can access at their convenience	Asia Pacific (APAC)	Chemical management for the supply chain	Feedback survey
2	Facilitating interactive educational sessions that credible third party company partners can attend	Europe Middle East Africa (EMEA)	Chemical compliance for finished products	Interviews
3	Offering an always-on forum for credible third party company partners to contact your company and receive support in improving social/human rights performance	North America (NAMER)	Chemical compliance for packaging	Direct engagement as part of business performance meetings
4	Lowering barriers to access to social/human rights-related multi-stakeholder working groups or initiatives	Latin America (LATAM)	Other	Their roadmaps were direct inputs into the development of these programs

(continued)

	rtslSupportInc	SalesRegion	SCChemManAct	SCConsulEng
5	All	Global (All of the above)		Feedback included in representative engagement (e.g. through industry associations or other collaborations that they are participating in)
6	Other			Other

	SCConsulFreq	SCConsulUtiliz	SCEffProg	SEmpTechComp
1	Annually	Annually (or more frequently)	Internal audits or reviews	Background in chemicals management or related field
2	When programs are updated	Every 2 years	Audits or reviews implemented by third parties	Experience working in a manufacturing setting
3	Other	>2 years	Collaborative assessments through the Higg Facilities Environmental Module (FEM) or equivalent, which evaluates supplier performance	Annual professional development or training on environmental topics
4			Engagement with directly affected stakeholders, e.g. workers	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact
5			Improved environmental benefits	None of the above
6			Improved business performance for factories and for brand/ retailer	

	SCEscalation	SCEscaSelect	SCFavorSelect	scGHGRedux
1	Engage senior management within the brand and manufacturer to confirm there is mutual commitment to improvement, a necessary requirement of continued business	Engage senior management within the brand and manufacturer to confirm there is mutual commitment to improvement, a necessary requirement of continued business	Up-front payment of sampling costs	Suppliers are required to identify equipment and processes that use significant energy (e.g. boilers, compressed air, dyeing equipment, drying processes, garment washing, heating tunnels, rubber molding, etc.)
2	Create a performance improvement plan	Create a performance improvement plan	Deposits on volume orders	Suppliers are required to identify equipment, processes, fuel sources, and substances that produce significant GHG emissions (e.g. fuel oil, propane, natural gas, or coal for boilers, heat, or generating electricity, etc.)
3	Monitor performance in sufficient increments of time for required performance improvement (timelines will vary according to severity)	Monitor performance in sufficient increments of time for required performance improvement (timelines will vary according to severity)	Letter of credit	Suppliers are required to identify energy inefficient processes or equipment (e.g., old boilers, leaking compressed air systems, etc.)
4	Plan for sourcing alternatives	Plan for sourcing alternatives	Pre-finance inputs	Suppliers are required to improve or replace energy inefficient processes or equipment (e.g., old boilers, leaking compressed air, etc.)
5	Give a warning/ create follow up plan for performance improvement and required timeline when immediate improvement is not achieved	Give a warning/ create follow up plan for performance improvement and required timeline when immediate improvement is not achieved	Payment in full before/on shipment	Suppliers are required to improve or replace processes or equipment that produce significant GHG emissions (e.g., old boilers, generators, etc.)
6	Consider brand/retailer tolerance for lack of improvement	Consider brand/retailer tolerance for lack of improvement	Other	Suppliers are required to replace or eliminate fuels that produce significant GHG emissions (e.g., coal, fuel oil, etc.)
7	Engage other brands/retailers that are also sourcing from the factory	Engage other brands/retailers that are also sourcing from the factory		Suppliers are required to identify and implement Best Available Technology (BATs) for energy reduction
8	Consider exiting the sourcing relationship if the above criteria does not yield required improvements	Consider exiting the sourcing relationship if the above criteria does not yield required improvements		Suppliers are required to identify and implement Best Available Technology (BATs) for GHG reduction

(continued)

	SCEscalation	SCEscaSelect	SCFavorSelect	scGHGRedux
9	If improvement is not made, evaluate the cost to business, supplier, and rights-holders of leaving the sourcing relationship	If improvement is not made, evaluate the cost to business, supplier, and rights-holders of leaving the sourcing relationship		Suppliers are required to implement facility wide energy efficiency programs
10	If decision is made to cease business with the supplier, ensure workers are given adequate notice and payment	If decision is made to cease business with the supplier, ensure workers are given adequate notice and payment		Suppliers are required to implement facility wide GHG reduction programs
11				Supplier are required to have at least one person onsite that is responsible for energy reduction
12				Supplier are required to have at least one person onsite that is responsible for GHG reduction
13				Suppliers are required to participate in third party initiatives to reduce energy usage and greenhouse gas emissions (e.g., World Resources Institute (WRI), World Wildlife Fund (WWF), Apparel Impact Institute (Aii), CDP, UN Fashion Industry Charter for Climate Action, etc.)
14				Suppliers are required to purchase high-quality, third party certified carbon offsets
15				Other

	SCIncentInclude	SCManEngage	SCManFeedback	SCManFreq
1	Increased order volume	Feedback survey	Annually	Annually (or more frequently)
2	Multi-year order contracts	Interviews	When programs are updated	Every 2 years
3	Premium pricing	Direct engagement as part of business performance meetings	Other	>2 years
4	A more favorable mix of products	Their priorities and action plans were direct inputs into the development of these programs		
5	Consistent month-to-month volume	Feedback included in representative engagement (e.g. through industry associations or other collaborations that they are participating in)		
6	Option to set a higher minimum order level	Other		
7	Other business incentives			

	SCManImpList	SCManuSupport	SCMeasureHow	SCMonitoring
1	Providing access to – or funding suppliers' involvement in – training or capacity building programs	Providing access to – or funding suppliers' involvement in – training or capacity building programs	Internal audits or reviews	Complaints received
2	Supporting suppliers - via funding or organizational support - in developing internal targets and performance teams that include worker representatives	Supporting suppliers - via funding or organizational support - in developing internal targets and performance teams that include worker representatives	Audits or reviews implemented by third parties	Complaints received broken down by supplier
3	Initiating or joining collaborative improvement projects with other companies (customers within the facility)	Initiating or joining collaborative improvement projects with other companies (customers within the facility)	Collaborative assessments through the Higg Facilities Environmental Module (FEM) or equivalent, which evaluates supplier performance	Type of complaint received

(continued)

	SCManImpList	SCManuSupport	SCMeasureHow	SCMonitoring
4	Ensuring suppliers' voices are included in industry-wide capacity building efforts to spread best practices related to management systems or to address industry-wide environmental management issues.	Ensuring suppliers' voices are included in industry-wide capacity building efforts to spread best practices related to management systems or to address industry-wide environmental management issues.	Engagement with directly affected stakeholders, e.g. workers	Rate of resolution of complaint
5	Making long-term commitments (for a term greater than 1 year) to suppliers that make investments to improve environmental management practices	Making long-term commitments (for a term greater than 1 year) to suppliers that make investments to improve environmental management practices	Improved business performance for factories and for brand/ retailer	Categorization of complaints by type and severity, broken down by supplier
6	Providing financial support or pricing incentives for suppliers to improve environmental management practices (e.g. grants, loans, cost-sharing structures, etc.)	Providing financial support or pricing incentives for suppliers to improve environmental management practices (e.g. grants, loans, cost-sharing structures, etc.)		Other

	SCMRSLCompApply	SCPartnerIncentive	SCProglmp	SCProglmpSC
1	Specified in suppliers contracts	Increased order volume	Action plans are designed to address the differences in manufacturers priorities based on local context	Action plans are designed to address the differences in manufacturers priorities based on local context
2	Documented in chemical purchasing requirements	Multi-year order contracts	Personalized and custom training or workshops	Personalized and custom training or workshops
3	Required of all sub-suppliers & sub-contractors	Premium pricing	Company facilitates/provides support to manufacturers by providing trained/qualified specialists	Company facilitates/provides support to manufacturers by providing trained/qualified specialists
4	Use of company-nominated chemical products (where applicable)	A more favorable mix of products	Collaborative projects which match manufacturers' rights and labor roadmap and priorities	Collaborative projects which match manufacturers' environmental roadmap and priorities
5	Other	Consistent month-to-month volume	Company provides support to manufacturers to develop internal chemical management competencies	Company provides support to manufacturers to develop internal environmental performance competencies
6		Option to set a higher minimum order level	Company provides support to manufacturers to engage with stakeholders around chemical management issues	Company provides support to manufacturers to engage with stakeholders around environmental performance issues
7		Other business incentives	Supporting innovation	Supporting innovation
8			Other	Other

	SCProglmpInclude	scREPromo	SCScoreCardCriteria	SCScoreCriteria
1	A corporate policy, approved by your company's executive team and/or Board that underpins the commitment to the success of this program.	Installation of onsite solar panels (photovoltaic)	Forced labor or human trafficking	Regulatory Compliance
2	Compliance with all applicable regulations or international norms (whichever is higher).	Purchase of wind or solar from the local utility	Child labor	Animal Welfare
3	Specific minimum requirements and best practices that go above and beyond applicable regulations.	Power Purchase Plans (PPAs) or virtual Power Purchase Plans (vPPAs)	Wages and benefits	Biodiversity/Land Use/Habitat Loss
4	Requirements in manufacturer contracts that requires their suppliers and subcontractors to meet the goals of the program.	Purchase of Renewable Energy Credits (RECs)	Working hours	Deforestation

(continued)

	SCProgInclude	scREPromo	SCScoreCardCriteria	SCScoreCriteria
5	Public disclosure including a description of your impact, effectiveness of managing impacts, and details pertaining to your program.		Freedom of association and collective bargaining	Energy / Fuel Use (or Fossil Fuel Depletion)
6	Other		Health and safety	Greenhouse Gas (GHG) Emissions
7			Access to water and sanitation	Air Emissions / Air Pollution (non GHG)
8			Decent work	Solid Waste
9			Discrimination, harassment, and abuse	Hazardous Waste
10			Sexual harassment and gender-based violence	Chemical Hazard/Management
11			Bribery and corruption	Water Use / Water Scarcity
12			Right to health	Wastewater / Water Pollution / Eutrophication
13			Right to privacy	Other
14			Right to security of the person	
15			Minorities' and communities' rights	
16			Land rights	

	SCSegPercents	SCSegUpdates	SCSLManuSupport	SCSupReq
1	>75%	Quarterly	Providing access to – or funding suppliers' involvement in – training or capacity building programs	Suppliers track and adhere to a reliable way of ensuring local regulations regarding chemicals in use at manufacturing facilities
2	25%-75%	Every six months	Supporting suppliers - via funding or organizational support - in developing internal targets and performance teams that include worker representatives	Suppliers have a process to verify compliance with regulatory requirements regarding all emissions (air, water, waste)
3	<25%	Every year	Initiating or joining collaborative improvement projects with other companies (customers within the facility)	Suppliers have a record and inventory of all chemicals used in manufacturing processes (including chemicals in production, spot cleaners, and effluent treatment plant chemicals where applicable)
4	Unknown	Less frequent than once/year	Ensuring suppliers' voices are included in industry-wide capacity building efforts to spread best practices related to management systems or to address industry-wide social/human rights management issues.	Suppliers have a record and inventory of all chemicals used in tooling/equipment, and to operate and maintain the facility
5			Making long-term commitments (for a term greater than 1 year) to suppliers that make investments to improve social/human rights management practices	Other
6			Providing financial support or pricing incentives for suppliers to improve social/human rights management practices (e.g. grants, loans, cost-sharing structures, etc.)	

	SCTechComp	scWasteWatReduxExpect	scWaterRecycle	scWaterRedux
1	Background in environmental responsibility or related field	A reliable way of ensuring regulations regarding wastewater discharge are tracked and adhered to	Recycling water used in industrial processes	Suppliers are required to identify equipment and processes that use significant water (e.g. dyeing, washing, boilers, garment washing, etc.)
2	Experience working in a manufacturing setting	Wastewater testing requirements	Reverse Osmosis systems	Suppliers are required to identify inefficient processes or equipment (e.g., leaking pipes and valves, dye or washing processes, etc.)
3	Annual professional development or training on environmental topics		Other	Suppliers are required to improve or replace inefficient processes or equipment (e.g., old dyeing equipment, leaking pipes, etc.)
4	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact			Suppliers are required to identify and implement Best Available Technology (BATs) for water reduction
5	None of the above			Suppliers are required to implement facility wide water efficiency programs
6				Supplier are required to have at least one person onsite that is responsible for water reduction
7				Suppliers are required to participate in third party initiatives to reduce water usage (e.g., Water Footprint Network, World Resources Institute (WRI), World Wildlife Fund (WWF), Apparel Impact Institute (Aii), CDP, etc.)
8				Other

	scWWRedux	scWWReduxProg	scWWReduxSupport	slApplicabilty
1	Company's Wastewater Program is maintained/updated on at least an annual basis.	ZDHC	Providing access to – or funding suppliers' involvement in – training or capacity building programs	Owned or operated by your company
2	Company's Wastewater Program specifies the lowest regulatory limits for wastewater discharge that reflect the lowest limits found in applicable global regulations (note: lowest limits = most stringent legal limits)	Bluesign	Supporting suppliers - via funding or organizational support - in developing internal targets and performance teams that include worker representatives	Owned or operated by a contracted third party logistics provider
3	Company's Wastewater Program goes beyond applicable regulatory requirements in order to proactively address potential risks that are relevant to your company	OEKO-TEX STeP	Initiating or joining collaborative improvement projects with other companies	
4	Company includes Wastewater Program compliance in supplier contracts and specifies that suppliers must in turn require their suppliers and subcontractors to have a means of ensuring compliance with the Wastewater Program	Other	Ensuring suppliers' voices are included in industry-wide capacity building efforts to spread best practices related to management systems or to address industry-wide wastewater management issues.	
5	Company's Wastewater Program is aligned to a widely-adopted Wastewater Program administered by a credible third-party organization.		Making long-term commitments (for a term greater than 1 year) to suppliers that make investments to improve wastewater management practices	

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scWWRedux	scWWReduxProg	scWWReduxSupport	sIApplicability
6		Providing financial support or pricing incentives for suppliers to improve wastewater management practices (e.g. grants, loans, cost-sharing structures, etc.	
7		Other	

SLConsultReq	sldcApplicability	SLEmpVerf	SEscalateHow
1 Annually	Owned or operated by your company	Background in social responsibility, human rights, or related field	Engage senior management within the brand and manufacturer to confirm there is mutual commitment to improvement, a necessary requirement of continued business
2 When programs are updated	Owned or operated by a contracted third party logistics provider	Experience working in a manufacturing setting Annual professional development or training on environmental topics	Create a corrective action and/or remediation plan
3 Other			Monitor performance in sufficient increments of time for required remediation (timelines will vary according to severity)
4			Plan for sourcing alternatives
5		Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact	
6		None of the above	Give a warning/ create follow up plan for remediation and required timeline when immediate improvement is not achieved
7			Consider brand/retailer tolerance for lack of improvement
8			Engage other brands/retailers that are also sourcing from the factory
9			Consider exiting the sourcing relationship if the above criteria does not yield required improvements
10			If improvement is not made, evaluate the cost to business, supplier, and rights-holders of leaving the sourcing relationship
			If decision is made to cease business with the supplier, ensure workers are given adequate notice and payment

SLFactEngage	SLFactUpdate	SLMeasureHow	SLProgImplement
1 Feedback survey	Annually (or more frequently)	Internal audits or reviews	Action plans are designed to address the differences in manufacturers priorities based on local context
2 Interviews	Every 2 years	Audits or reviews implemented by third parties	Personalized and custom training or workshops
3 Direct engagement as part of business performance meetings	>2 years	Collaborative assessments through the Social Labor Collaboration Project (Higg FSLM) or equivalent, which evaluates supplier performance	Company facilitates/provides support to manufacturers by providing trained/qualified specialists
4 Their priorities and action plans were direct inputs into the development of these programs		Engagement with directly affected stakeholders, e.g. workers	Collaborative projects which match manufacturers' rights and labor roadmap and priorities
5 Feedback included in representative engagement (e.g. through industry associations or other collaborations that they are participating in)		Review of grievances raised, resolved, and/or remedy provided	Company provides support to manufacturers to develop internal social/human rights performance competencies

(continued)

SLFactEngage	SLFactUpdate	SLMeasureHow	SLProgImplement
6 Other		Improved factory compliance / reduced frequency of compliance violations	Company provides support to manufacturers to engage with stakeholders around social/human rights performance issues
7		Increased use of worker grievance mechanisms	Supporting innovation
8		Improved social/ labor benefits for workers	Other
9		Improved business performance for factories and for brand/ retailer	

SLProgInclude	slStAppli	SocCommHow	SocEmpComp
1 A corporate policy, approved by your company's executive team and/or Board that underpins the commitment to the success of this program.	Owned or operated by your company	Incentivize company employees to engage in local social/human rights service projects and/or investment initiatives	Background in social responsibility, human rights, or related field
2 Compliance with all applicable regulations or international norms (whichever is higher).	Owned or operated by another company	Give charitable contributions to social/human rights programs	Experience working in a manufacturing setting
3 Specific minimum requirements and best practices that go above and beyond applicable regulations.		Sponsor community health and well-being programs	Annual professional development or training on social/human rights topics
4 Requirements in manufacturer contracts that requires their suppliers and subcontractors to meet the goals of the program.		Share our innovations, tools or solutions with the wider industry	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact
5 Public disclosure including a description of your impact, effectiveness of managing impacts, and details pertaining to your program.		Engage stakeholders (e.g., NGOs, academia, business partners, communities) to understand and address local social/human rights issues together	Other
6 Other		Engage stakeholders (e.g., NGOs, academia, business partners, communities) to understand and address industry-wide social/human rights issues together	
7		Engage with local or national governments on social/human rights regulation or management issues	
8		Other	

SocEmpStand	SocGrieveProcess	SocGrieveStake	SocProgEmpRes
1 Offices	Number of complaints received	Our own employees	Background in social responsibility, human rights, or related field
2 Distribution Centers	% of complaints received broken down by stakeholder type (employee, value chain worker, community member, other, etc.)	Employees of our business partners	Annual professional development or training on social/human rights topics
3 Retail Stores	Categorization of complaints by type and severity	Local community members	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact
4 Owned Manufacturing	Rate of resolution of complaint	Workers	
5 Transportation and Logistics	Parties responsible for investigation and management	Anyone that is affected by our goods, products, or services	
6 Other	Other	Other	

SocProgMonitor	SocPublicHow	SocPublicWhat	SocRiskAct
1 Self-assessment	Our company follows internationally recognized standards (e.g., UNGP, GRI, etc) Our company publishes this information at least annually Our company has our information externally reviewed or verified by a qualified verification body Other	Background information describing your company's risks, impacts, and opportunities	Product
2 Internal audit		Due diligence management system	Transportation
3 External audit by an independent third-party		Strategies and action plans for addressing your risks, impacts, and opportunities	Offices
4 Confidential employee surveys		Policies and procedures	Distribution Centers
5 Confidential employee hotlines		Progress, remediation, and improvements made	Retail Stores
6 Confidential management surveys		Metrics and key performance indicators	Supply Chain: Agent/Trading Company/Licensees
7 Senior management oversight committee		Stakeholder engagement approach	Supply Chain Tier 1: Final product manufacturing and assembly (or finished goods production)
8 Other		Government policy engagement efforts and outcomes	Supply Chain Material Converters
9		Other	Supply Chain Tier 2: Material manufacturing (or finished materials production)
10			Supply Chain Tier 3: Raw material processing
11			Supply Chain Tier 4: Agriculture, Ranching, Forestry, and Extraction
12			Supply Chain: Chemical Suppliers (management, finished product and/or packaging compliance)

SocRiskActions	SocRiskAreas	SocRiskFactors	SocRiskMeasure
1 Product Creation	Forced Labor or Human Trafficking	Sector risk factors	Product
2 Packaging	Child Labor	Product risk factors	Transportation
3 Transportation and Logistics	Wages and Benefits	Country risk factors	Offices
4 Offices	Working Hours	Business model risk factors	Distribution Centers
5 Distribution Centers	Freedom of Association and Collective Bargaining	Sourcing model risk factors	Retail Stores
6 Retail Stores (if applicable)	Health and Safety	Other	Supply Chain: Agent/Trading Company/Licensees
7 Product Use & End of Use (if applicable)	Access to Water and Sanitation		Supply Chain Tier 1: Final product manufacturing and assembly (or finished goods production)
8 Supply Chain: Agent/Trading Company/Licensees	Decent Work		Supply Chain Material Converters
9 Supply Chain Tier 1: Final product manufacturing and assembly (or finished goods production)	Discrimination, Harassment, and Abuse		Supply Chain Tier 2: Material manufacturing (or finished materials production)
10 Supply Chain Material Converters	Sexual Harassment and Gender-Based Violence		Supply Chain Tier 3: Raw material processing
11 Supply Chain Tier 2: Material manufacturing (or finished materials production)	Bribery and Corruption		Supply Chain Tier 4: Agriculture, Ranching, Forestry, and Extraction
12 Supply Chain Tier 3: Raw material processing	Right to Health		Supply Chain: Chemical Suppliers (management, finished product and/or packaging compliance)
13 Supply Chain Tier 4: Agriculture, Ranching, Forestry, and Extraction	Right to Privacy		
14 Supply Chain: Chemical Suppliers (management, finished product and/or packaging compliance)	Right to Security of the Person		
15	Minorities' and Communities' Rights		
16	Land Rights		

	SocRiskProg	SocRiskStake	SocRiskStand	SocStandCode
1	A corporate policy, approved by your company's executive team and/or Board that underpins the commitment to the success of this program.	Internal employees	Global Reporting Initiative (GRI)	Employee Compensation, in accordance with legal requirements
2	Compliance with all applicable regulations.	Business partners (suppliers, manufacturers, agents, wholesale companies, retailers)	ILO Core Conventions	Employee Hours of Work, Time Off, Holidays, in accordance with legal requirements
3	Specific minimum requirements and best practices that go above and beyond applicable regulations.	Consumers	OECD Due Diligence Guidance	Employee Involvement and Communication
4	Requirements in manufacturer contracts that requires their suppliers and subcontractors to meet the goals of the program.	NGOs	SA8000	Employee Treatment and Development
5	Public disclosure including a description of your impact, effectiveness of managing impacts, and details pertaining to your program.	Regulators/Policy Makers/Government Bodies	Engagement with external stakeholders consultation	Employee Health and Safety
6	Other	Trade Unions/Industry Groups	UN Global Compact COP	Employee Conduct
7		Academic Institutions	UN Guiding Principles on Business and Human Rights	Company Values and Culture
8		Other	UNGP Reporting Framework	Company Hot Lines and Grievance Procedures
9			Your company's own program or other internal resources	HR related items. Example: Performance Improvement Plan
10			Other	procedures (PIPs), Termination procedures
11				Company Code of Ethics and Business Conduct
12				Code of Conduct for manufacturers
13				Other

	SocStandCodeCCEBC	stAgencyList	stCertList	stEmpTech
1	Conflicts of Interest	Employees are able to freely access their original identity cards, work permits and travel documents at any time	LEED	Background in social responsibility, human rights, or related field
2	Product Safety and Export / Import Laws	Employees' freedom of movement is not restricted	BREEAM	Annual professional development or training on social/human rights topics
3	Intellectual Property	No employee has paid illegal or excessive recruitment fees and other charges	Other	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact
4	Privacy	Validated the agency/broker operates under legally issued license		None of the above
5	Fraud and Theft	Other		
6	Gifts, Hospitality and other Payments			
7	Insider Trading			
8	Compliance with Laws and Fair Dealing			
9	Anti-trust and Competition			
10	Political Activity			
11	Grievance / Reporting process			
12	Investigation process			
13	Disciplinary process			
14	No Retaliation			

	stEnergyRedux	stProgList	strtCommList	stStakeholders
1	Central Climate System to monitor and manage energy consumption	A corporate policy, approved by your company's executive team and/or Board that underpins the commitment to the success of this program.	On-product labeling	Local communities
2	Energy efficient lighting (LEDs, etc.)	Compliance with all applicable regulations.	In-store signage and educational materials	Local governments
3	Energy efficient HVAC systems	Specific minimum requirements and best practices that go above and beyond applicable regulations.	Information highlighted on product pages on company's website or ecommerce site	Local NGOs
4	Monitoring energy consumption systems through sub-metering	Requirements in contracts that require suppliers and subcontractors to meet the goals of the program.		International NGOs
5	Variable Frequency Drives (VFDs) on all motors	Public disclosure including a description of your impact, effectiveness of managing impacts, and details pertaining to your program.		Tri-party agreement (multi stakeholder initiative)
6	Speed-controlled escalators	Other		Labor unions
7	Motion sensors, daylight sensors or programmed sensors			Other company or companies that have the same business partners
8	Electronically-regulated air curtains help to prevent the entry of cooler or hotter air from outside			Building owners or landlords of store leases
9	Energy efficient refrigeration systems			Other
10	Low and zero carbon technologies that improve the assessed building's energy performance			
11	Generating renewable energy			
12	Purchasing renewable energy			
13	Other			

	stWaterConsumpt	tranEmpTech	transAgencyList	TransEmpTech
1	Low water use fixtures (e.g. low flow, sensors) and toilets (high efficient, dual-flush, waterless urinals, etc.)	Background in social responsibility, human rights, or related field	Employees are able to freely access their original identity cards, work permits and travel documents at any time	Background in social responsibility, human rights, or related field
2	Leak detection system that is capable of detecting a major water leak on the mains water supply within the site boundary	Annual professional development or training on social/human rights topics	Employees' freedom of movement is not restricted	Annual professional development or training on social/human rights topics
3	On-site wastewater treatment system to enable the recycling of water	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact	No employee has paid illegal or excessive recruitment fees and other charges	Access to industry tools and collaborative forums (e.g. SAC) to drive collective impact
4	Other	None of the above	Validated the agency/broker operates under legally issued license	None of the above
5			Other	

	TransLogConsumer	TransLogsCoMethod	TransLogsCoReport	transScoreCard
1	Customers are able to consolidate orders	GLEC Framework	BSR Clean Cargo Working Group	Equipment utilization
2	Customers are incentivized to use lower impact delivery options (e.g. ground instead of air)	GHG Protocol	Carbon Disclosure Project (CDP)	Fuel efficiency
3	Other	EN16258	WRI GHG Protocol	Low emission or renewable fuel sources
4		Other	Other	Modal efficiency
5				Network optimization
6				Training program for drivers

(continued)

TransLogConsumer	TransLogsCoMethod	TransLogsCoReport	transScoreCard
7			Other

transStakeList	Type	WaterUnit	watSources
1 Local communities	Apparel	CCF	Fresh Surface Water
2 Local governments	Footwear	cu ft	Rainwater
3 Local NGOs	Home Textiles	cu yard	Groundwater
4 International NGOs	Accessories	gal	Produced/Process Water
5 Tri-party agreement (multi stakeholder initiative)	Home Furnishings	liter	Municipal Water
6 Labor unions	Hard Goods	m3	Wastewater from another organization
7 Other company or companies that have the same business partners	Other	MI	Brackish surface water/seawater
8 Building owners, landlords, or third party logistics providers of transportation operations			Other water source
9 Other			

YesDays	YesNo	YesNoNA	YesNoPercents
1 Yes: 0-30 days	Yes	Yes	Yes (>75%)
2 Yes: 31-60 days	No	No	Partial Yes (25%-75%)
3 Yes: 61 days or greater		Not applicable	No (<25%)
4 No			
5 Unknown			

YesNoUnknown	YesPartialNo	YesPartialPercents	YesPartialUnknown
1 Yes	Yes	Yes (>75%)	Yes
2 No	Partial Yes	Partial Yes (25%-75%)	Partial Yes
3 Unknown	No	No (<25%)	No
4		Unknown	Unknown

Country options:

Afghanistan, Albania, Algeria, American Samoa, Andorra, Angola, Anguilla, Antarctica, Antigua and Barbuda, Argentina, Armenia, Aruba, Australia, Austria, Azerbaijan, Bahamas, The, Bahrain, Bangladesh, Barbados, Belarus, Belgium, Belize, Benin, Bermuda, Bhutan, Bolivia, Bosnia and Herzegovina, Botswana, Bouvet Island, Brazil, British Indian Ocean Territory, British Virgin Islands, Brunei, Bulgaria, Burkina Faso, Burma, Burundi, Cambodia, Cameroon, Canada, Cape Verde, Cayman Islands, Central African Republic, Chad, Chile, China, Christmas Island, Cocos (Keeling) Islands, Colombia, Comoros, Congo, Democratic Republic of the Congo, Republic of the, Cook Islands, Costa Rica, Cote d'Ivoire, Croatia, Cuba, Curacao, Cyprus, Czech Republic, Denmark, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Estonia, Ethiopia, Falkland Islands (Islas Malvinas), Faroe Islands, Fiji, Finland, France, France, Metropolitan, French Guiana, French Polynesia, French Southern and Antarctic Lands, Gabon, Gambia, The, Gaza Strip, Georgia, Germany, Ghana, Gibraltar, Greece, Greenland, Grenada, Guadeloupe, Guam, Guatemala, Guernsey, Guinea, Guinea-Bissau, Guyana, Haiti, Heard Island and McDonald Islands, Holy See (Vatican City), Honduras, Hong Kong, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Isle of Man, Israel, Italy, Jamaica, Japan, Jersey, Jordan, Kazakhstan, Kenya, Kiribati, Korea, North, Korea, South, Kosovo, Kuwait, Kyrgyzstan, Laos, Latvia, Lebanon, Lesotho, Liberia, Libya, Liechtenstein, Lithuania, Luxembourg, Macau, Macedonia, Madagascar, Malawi, Malaysia, Maldives, Mali, Malta, Marshall Islands, Martinique, Mauritania, Mauritius, Mayotte, Mexico, Micronesia, Federated States of, Moldova, Monaco, Mongolia, Montenegro, Montserrat, Morocco, Mozambique, Namibia, Nauru, Nepal, Netherlands, New Caledonia, New Zealand, Nicaragua, Niger, Nigeria, Niue, Norfolk Island, Northern Mariana Islands, Norway, Oman, Pakistan, Palau, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Pitcairn Islands, Poland, Portugal, Puerto Rico, Qatar, Reunion, Romania, Russia, Rwanda, Saint Barthelemy, Saint Helena, Ascension, and Tristan da Cunha, Saint Kitts and Nevis, Saint Lucia, Saint Martin, Saint Pierre and Miquelon, Saint Vincent and the Grenadines, Samoa, San Marino, Sao Tome and Principe, Saudi Arabia, Senegal, Serbia, Seychelles, Sierra Leone, Singapore, Sint Maarten, Slovakia, Slovenia, Solomon Islands, Somalia, South Africa, South Georgia and the Islands, South Sudan, Spain, Sri Lanka, Sudan, Suriname, Svalbard, Swaziland, Sweden, Switzerland, Syria, Taiwan, Tajikistan, Tanzania,

Thailand, Timor-Leste, Togo, Tokelau, Tonga, Trinidad and Tobago, Tunisia, Turkey, Turkmenistan, Turks and Caicos Islands, Tuvalu, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States, United States Minor Outlying Islands, Uruguay, Uzbekistan, Vanuatu, Venezuela, Vietnam, Virgin Islands, Wallis and Futuna, West Bank, Western Sahara, Yemen, Zambia, Zimbabwe

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