



Higg FEM 2024 updates:
Section 1 & 2

February 2025
Sandra Teixeira

Trainer Background

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Sandra Teixeira

- Sandra has a degree in Chemical Engineering-Process/ Energy Management and a master's in Energy Engineering from Portugal. She has more than 24 years of experience in the textile sector, of which 11 years were spent in the industrial field (wet process).
- She has been involved in a wide variety of roles over the last few years, including research during her master's degree, quality assurance, developing new products, team management at a Portuguese retail brand, and working as a chemical sales engineer.
- During the past few years, Sandra performed environmental audits in several European countries, including water and energy assessments, as well as chemical risk assessments.

Using Zoom Webinar - Control Panel

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- During this webinar the audience will be muted, in order to ensure best audio quality.
- Please feel free to send us questions during the presentation, via the Q&A function.
→ not the chat!
- In a follow up e-mail, we will provide a link to a recording of this webinar and a link to download the presentation.



Click here to
open "Q&A"

Type your Question

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Agenda

1. Welcome & L&S Introduction
2. Higg FEM 2024 Cadence Overview
3. Facility Data Management
4. **Section 1:** Site Information & Permits
5. **Section 2:** EMS
6. Added Value & Implementing the Higg FEM
7. About Leadership & Sustainability
8. Questions & Discussion



Benefits to an organization in adopting Higg FEM

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Higg FEM 2024 Cadence Overview

2024 Higg FEM Cycle

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Note: * Once a facility begins to verify a module, the module cannot be unposted.
* Unlimited posting / unposting DOES NOT apply to 2024 Higg vFEM at any time – verified modules can only be posted once.

Higg FEM Sections - Overview

1

- Site Information & Permits

2

- Environmental Management System

3

- Energy & GHG

4

- Water Use

5

- Wastewater

6

- Air Emissions

7

- Waste

8

- Chemicals Management



Levels – Overview

Level 1 – 25 Points

Awareness and basic management.

Level 2 – 50 Points

Setting targets, implementation, and achievements.

Level 3 – 25 Points

Leading practices and community engagement.



Higg FEM 2024 – Key Updates

01

Verification

Scope expanding to all questions within Level 1.

02

Level 2 & 3 Questions

For facilities not achieving L1 in each of the sections, the L2 and L3 questions are optional within that respective section.

03

FDM

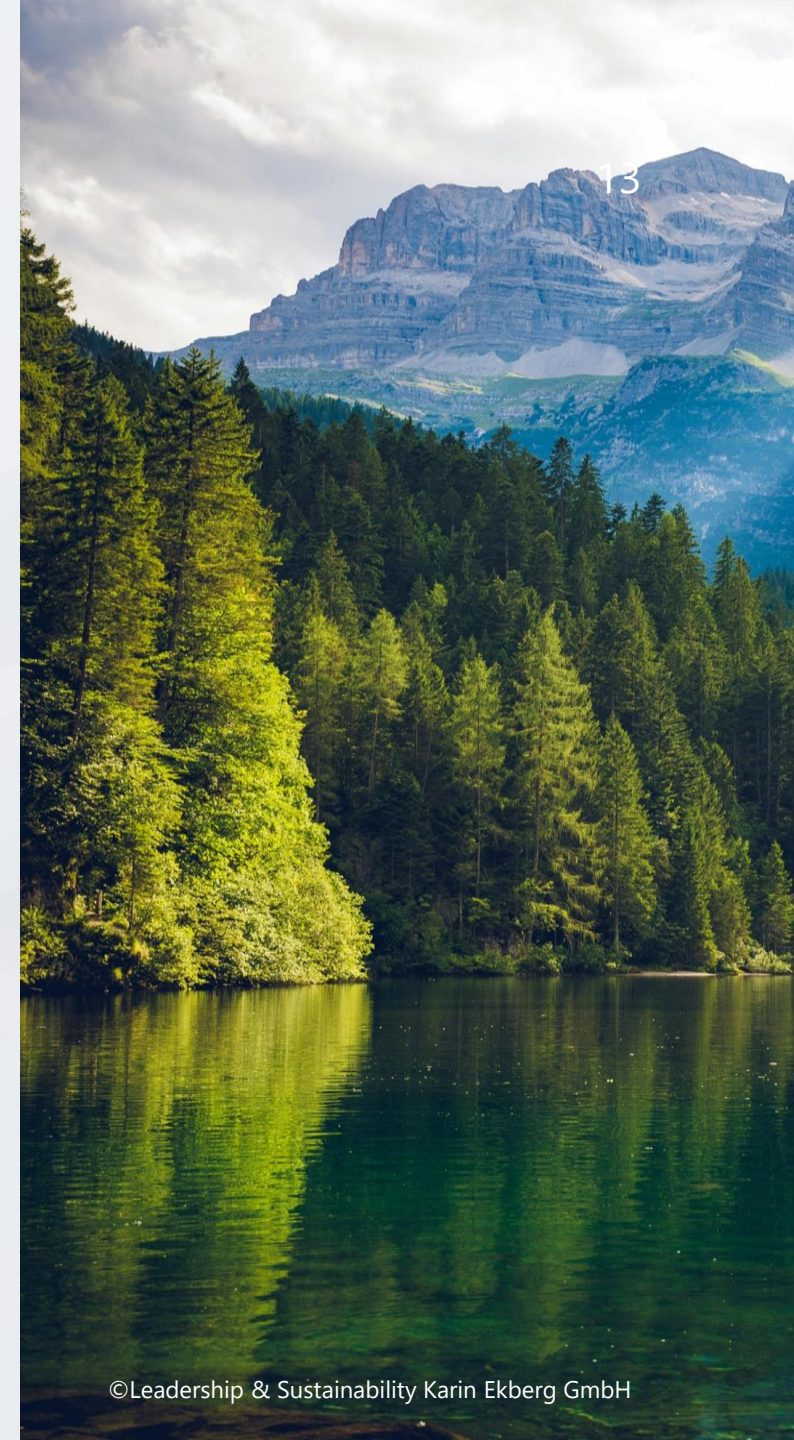
Integration

Worldly's Facility Data Manager (FDM) is integrated (although optional).



Verification for FEM 2024

- Updated How to Higg and [Verification Protocol for FEM 4.0](#):
- For Higg FEM 2024, only a **core verification** covering **all** Level 1 questions will be conducted (including waste quantitative).
- For facilities not achieving level 1 in each of the sections, L2 and L3 are now optional within that respective section. They can be answered but will not count towards the scoring.
- The Higg FEM core verification question set consists of all Higg FEM primary questions and additional Higg FEM questions covering essential quantitative metrics.
- Higg FEM Generalist Verifiers shall be able to conduct verification of all Higg FEM core verifications.





FDM – Facility Data Manager – Integration

Higg FEM – Data Collection Features


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- Qualitative data can be rolled forward from the previous cadence.
- Quantitative data, if available in FDM (minimum 12 months), can be imported into the FEM module.

☒ Saved

☐ Answered 4

☐ Unanswered 20

 **Facility Data Import**

12 Months Submitted

12 Months Validated

Import Facility Data

The full year of Waste has been submitted, validated, and is ready to import!

Waste

Waste is any material or substance that is discarded from a factory site, which can pollute and contaminate the environment and surrounding communities.

Example of waste can include, but not limited to:

Hazardous waste is waste that could cause harm to public health and/or the environment because of its chemical, physical, or biological characteristics (e.g., it is flammable, explosive, toxic, radioactive, or infectious). The U.S. Environmental Protection Agency defines hazardous waste as “waste that is dangerous or potentially harmful to our health or the environment. Hazardous wastes can be liquids, solids, or gases, or sludge.

Non-Hazardous wastes include all additional waste that are not covered by this definition. Non-hazardous waste, such as food waste or plastic waste can still pose contamination and fire risks if not properly managed.

Higg FEM – Data Collection Features

- Worldly's Facility Data Manager (FDM) is integrated with the Higg FEM, starting in January 2025.
- FDM fields cover up to 100% of quantitative FEM L1 questions, depending on which data a facility puts in the FDM.
- The option to import will appear directly in the Higg FEM if a facility has 12 months of data in the FDM.





Changes from FEM 4.0, 2023 – 2024 Cadence



Section 1: Site Information & Permits

Site Info & Permit

Q. Onsite Water Treatment

Does your facility have onsite water treatment (i.e., Pre-treatment and/or Wastewater treatment)?

Sub-question:

How many employees are engaged in the operation and regular maintenance of the water treatment processes?

Source: How to Higg Guide

new in Higg FEM 2023



Site Info & Permit

Q. GHG Emission Corporate Disclosure

Is this facility's GHG emissions included in a broader corporate disclosure?

Select the program and provide information on facility's participation in the program:

- What reporting platform is used?
 - CDP.
 - Corporate website or Sustainability report.
 - Other, please describe.

Source: How to Higg Guide

new in Higg FEM 2023



Site Info & Permit

Q. GHG Emission Corporate Disclosure

Suggested Uploads:

- GHG report - Copy or link to reporting platform.

Source: How to Higg Guide



Site Info & Permit - Changes

In total 3 new questions and 3 new sub questions:

- Q8 - Has your facility or facility personnel, attended a Cascale approved Higg FEM training course provided by a Higg FEM Trainer Body within the past 24 months?
- Q10 - Does your facility have a claimed Open Supply Hub ID
 - NEW sub-question "Please provide your Open Supply Hub ID."
- Q 11 - NEW Question "Is your facility part of a larger group of facilities (i.e. subsidiary) owned by a parent company?"
 - NEW sub-question "What is the Higg FEM /Worldly Account ID of your parent company (if they have one)?"
 - NEW sub-question "What is the Open Supply Hub ID of your parent company (if they have one)?"

new in Higg FEM 2024





Section 2: Environmental Management System (EMS)

Environmental Management System - Levels

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Level 1:

- Q1. Staff Responsible.
- Q2. Environmental Impact Identification.
- Q3. Company Environmental Policy.
- Q4. EMS Strategy.
- Q5. Monitoring Environmental Permits.
- Q6. Documentation.
- Q7. Employee Training.
- Q8. Reporting Procedures.
- Q9. Equipment Maintenance.
- Q10. Soil and Ground Water Contamination.

Q 11. Data Quality Management System

Level 2:

- Q12. EMS Strategy Review.
- Q13. Employee Technical Competence.
- Q14. Employee Awareness.

Level 3:

- Q15. Engage Sub-contractors.
- Q16. Engaging Upstream Suppliers.
- Q17. Community Engagement.

Source: How to Higg Guide

Questions in **Bold** are new in Higg FEM 2024

EMS – Level 1

Q7. Employee Training.

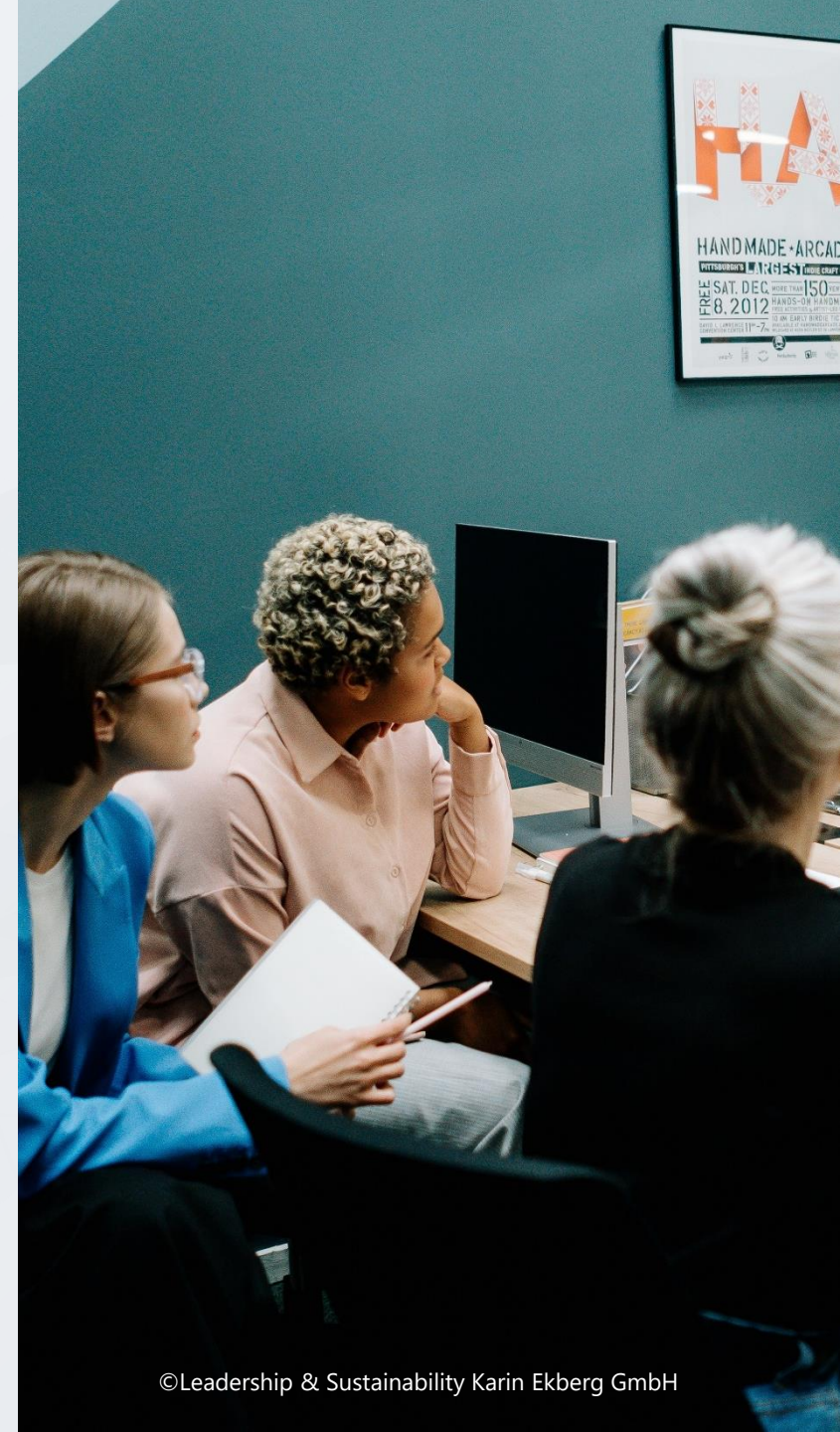
Does your facility provide training to employees on environmental awareness and company environmental management strategy?

Sub-questions:

- If yes, how many employees were trained?
- If yes, how frequently do you train your employees?
- Do you evaluate your employees after the training?
- How do you evaluate the knowledge of your employees after the training?

Source: How to Higg Guide

new in Higg FEM 2023



EMS – Level 1

Q7. Employee Training.

Different levels of training may be provided based on employees' positions and/ or responsibilities.

Suggested Uploads:

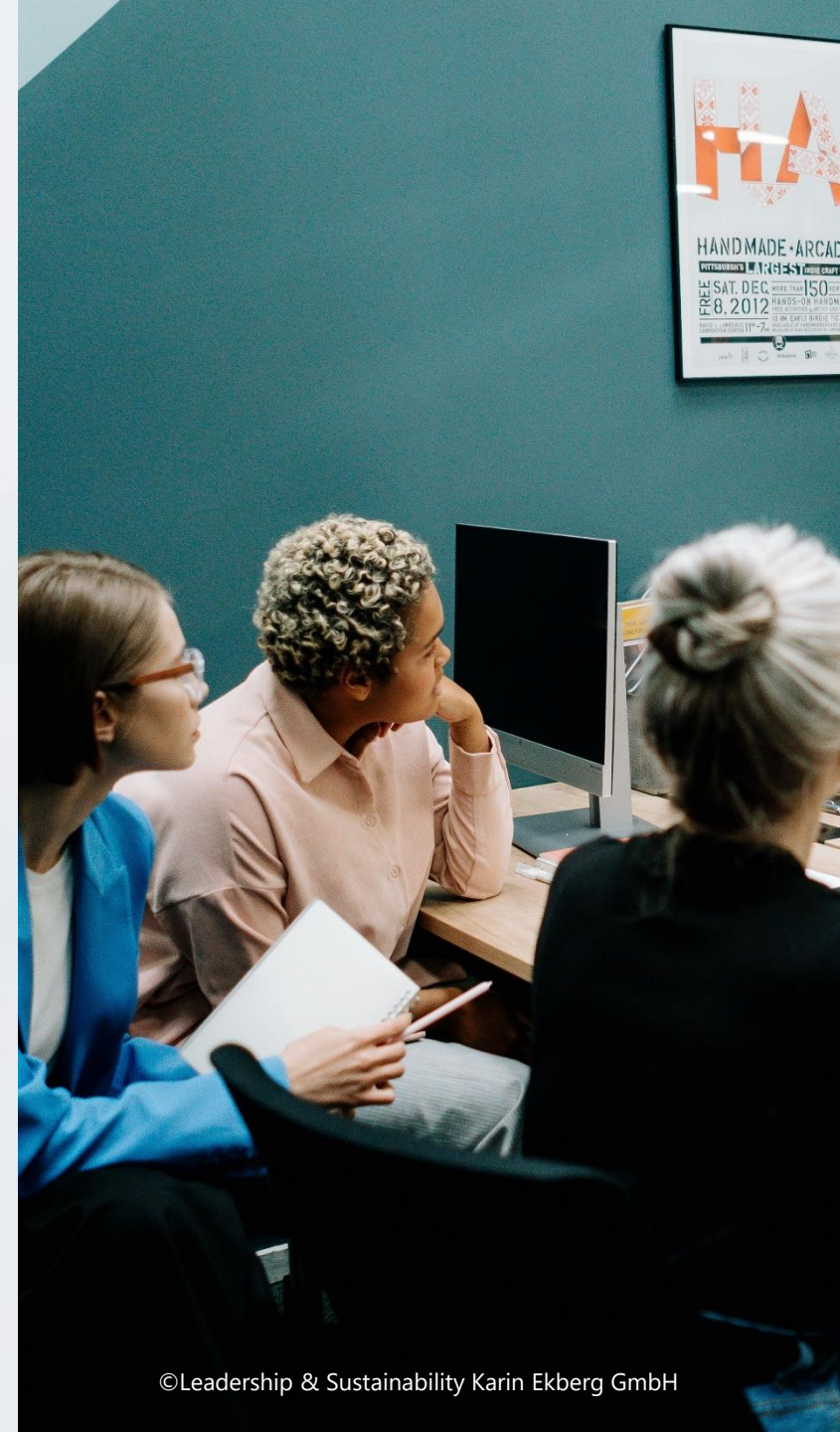
- Documentation demonstrating facility has conducted employee training.

Examples:

- Training plan identifying training schedule(s) and type of training for all levels of employees.
- Training attendance records.
- Training material used for environmental training.
- Post-training evaluation procedures and/ or records.

Source: How to Higg Guide

new in Higg FEM 2023



EMS – Level 1

Q10. Soil and Groundwater Contamination.

Can you please confirm there is no soil and/ or groundwater contamination in your facility?

Sub-questions:

- Please describe how your facility prevented such contamination.
- Is your facility remediating and/ or have you remediated the issue?
- Upload documentation (Photographs, Report, Action plan, Legal notice if any).
- Please describe the contamination in detail (if any).

Source: How to Higg Guide

new in Higg FEM 2023



EMS – Level 1

Q10. Soil and Ground Water Contamination.

Suggested Uploads:

- Documentation- showing no contamination at the facility site.

Example:

- Soil and/ or groundwater investigation reports.
- Current environmental impact assessment.

- Documentation- remediation activities.

Example:

- Records of spill response/ clean-up activities or procedures.
- Remediation action plans.
- Post clean-up investigations.

Source: How to Higg Guide

new in Higg FEM 2023



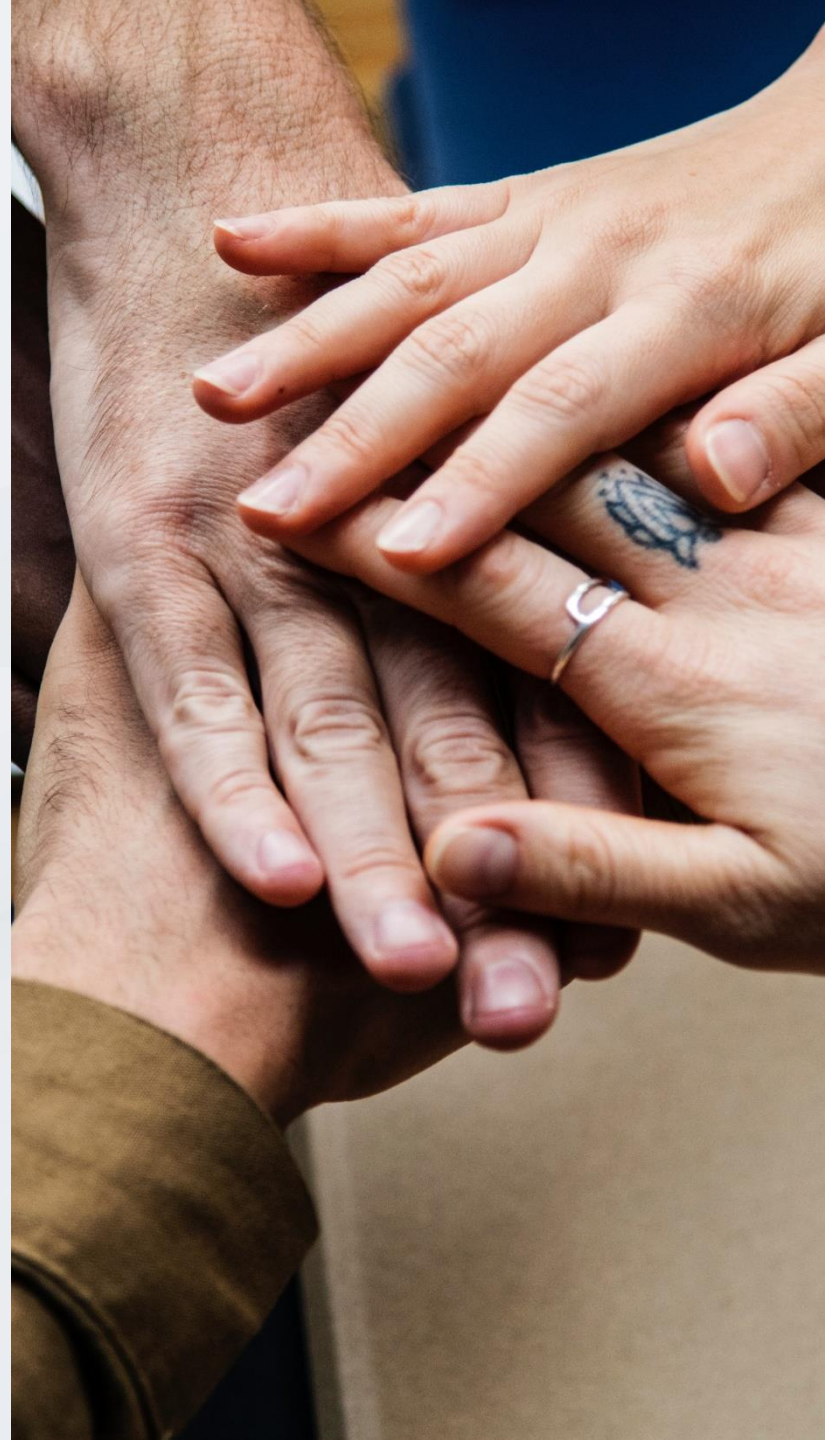
Environmental Management System – Changes

In total one new question

Q11. Does your facility have a Data Quality Management System for Quantitative Metrics? (Ref ID -emsdataqualitymanagementsystem)

Source: How to Higg Guide

new in Higg FEM 2024

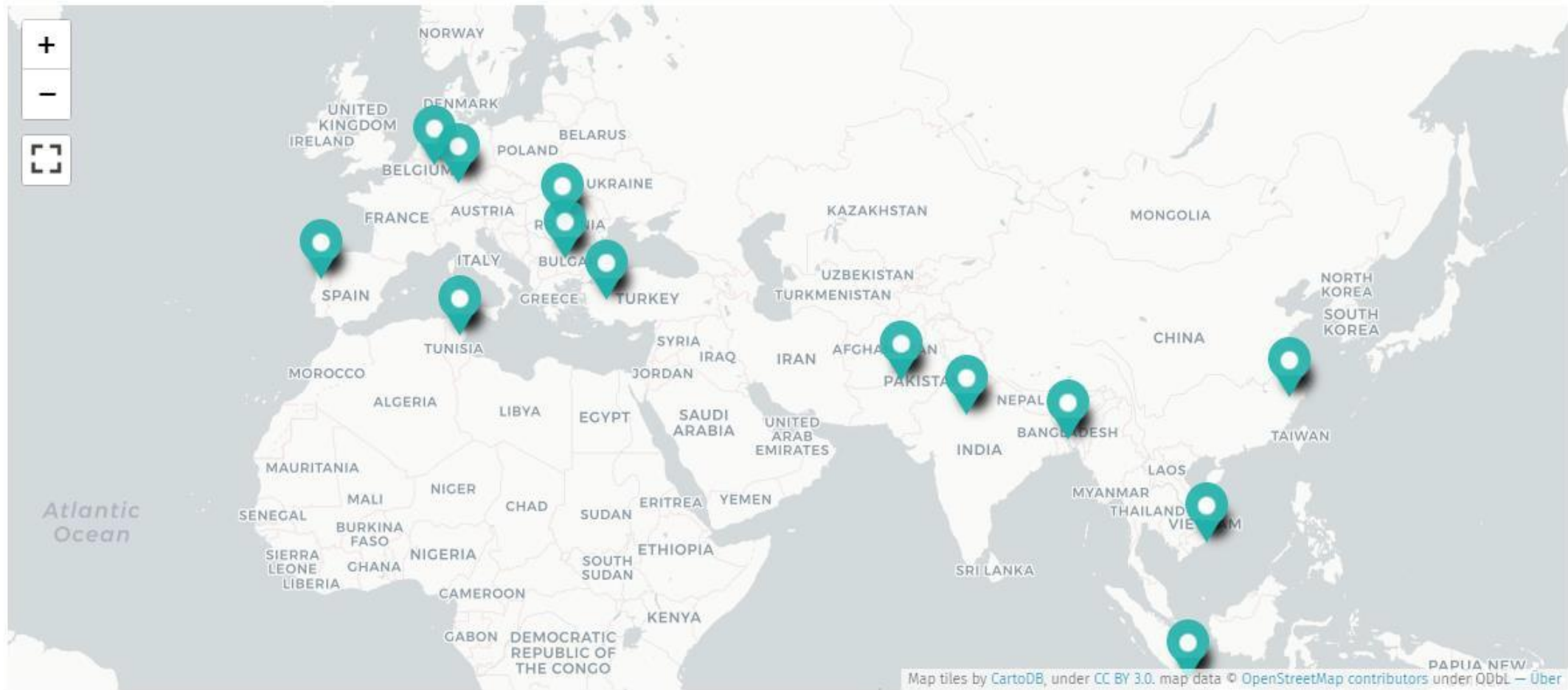




Added Value – Implementing the Higg FEM

The L&S Team – Map

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Higg FEM – Local Experts

Country	No. of Experts	Generalist Verifier	Chemical Specialist Verifier	Trainer
Bangladesh	2	✓	✓	✓
Cambodia	1	✓		
China	2	✓		
Egypt	2	✓		
Germany	1	✓	✓	✓
India	3	✓	✓	✓
Indonesia	1	✓		
Pakistan	1	✓		
Portugal	1	✓	✓	✓
Romania	1	✓		
Tunisia	3	✓	✓	
Turkey	2	✓	✓	✓
Vietnam	9	✓	✓	✓

Please note: For **Higg FEM**, our verifiers are authorized to perform verifications worldwide according to customer requirements.



L&S Academy Platform

- Our [L&S Academy platform](#) is a self-paced learning platform for your sustainability education. Watch this space for new upcoming courses.



21501- 001- Higg FEM 4.0 New Questions- EN

Higg FEM 4.0 New Questions

Enroll



21503- 002- ZDHC CMS TIG Workshop- EN

ZDHC CMS TIG Workshop-English

Enroll



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Questions & Discussion



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