

Higg FSLM Verification and CAF 1.4.2 Updates

06-22-2022

The Higg logo is displayed in a white, bold, sans-serif font against a teal background.

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- 2** FSLM Verification Process
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Introduction

SLCP Converged Assessment Framework

Collect compliance and performance information from production facilities

Employ a robust verification process
Facilitate operation (data hosting & sharing)

Unscored version

FSLM

Mirror SCLP converged assessment questionnaire

Same methodology

Same verification process – Higg is a
accredit host of SLCP

Scoring and benchmarking

Verification (vFSLM)

Introduction

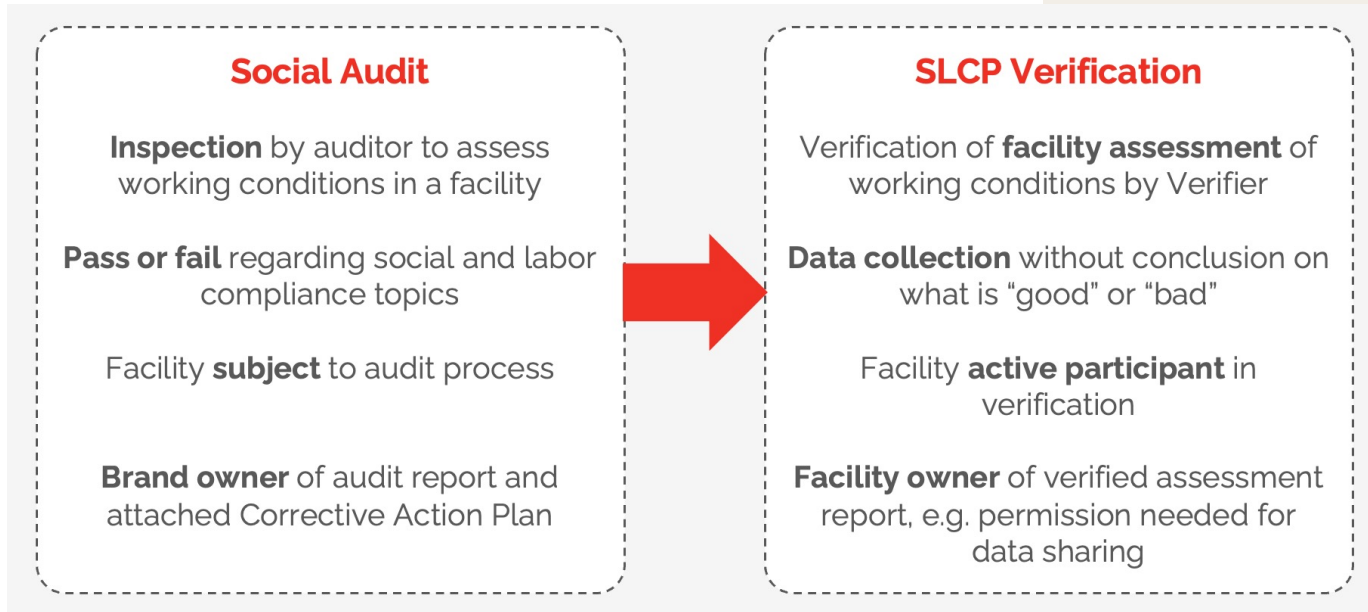
What is verification?

Verification ensures that you accurately completed all parts of the Higg FSLM – giving your self-assessment the credibility and accuracy required to share it publicly.

Verification of the FSLM self-assessment is conducted by a third- or second-party SLCP-approved verifier. The verifier is selected and hired to review a facility site. The verifier is the only person responsible for validating the accuracy of the assessment.



What is the difference between verification and audit?



Verification Type

Onsite Verification: Verifier is required to visit the facility premises. If a facility wishes to publicly communicate Higg Index scoring they must complete onsite verification.

Offsite Verification: Verifier is able to conduct the verification without going to the site, usually by other means such as e-mail, pictures, web-conference, etc.

Benefits of Verification

The Verifier has been vetted to ensure they have proper experience and knowledge.

The Verifier has received in-depth SLCP verification process, Higg platform training and passed a final exam and are therefore well-qualified to ensure questions are accurately answered and comparable from one facility to another.

Official Verified results are captured on Higg.org and can be:

- Shared with business partners in lieu of having another verification conducted, therefore reducing or eliminating “audit fatigue”
- Tracked, though time, demonstrating year-over-year improvement

Cost of Verification

The cost of verification contains two parts generally:

- Verification module fee
 - Charged by SAC
 - Purchased on the Higg.org platform
- Verification fee
 - Charged by the verification body
 - Calculated by man days usually
 - Depends on the facility size and location

Introduction

Purchase the verification module

Facility Starter Subscription	Facility Environmental Subscription	Facility Plus Subscription
<p>Begin measuring your environmental impact with this foundational assessment.</p> <ul style="list-style-type: none">✓ Facility Foundations - Introductory environmental assessment✓ Unlimited shares of assessment✓ Benchmarking✓ CSV export of data	<p>Get a complete look at your environmental impact to support buyer requirements.</p> <ul style="list-style-type: none">✓ FEM - Environmental assessment✓ Unlimited shares of assessment✓ Benchmarking✓ CSV export of data	<p>Understand your entire impact with features for deeper analysis.</p> <ul style="list-style-type: none">✓ FEM - Environmental assessment✓ FSLM - Social & Labor assessment✓ Unlimited shares of assessment✓ Benchmarking✓ CSV export of data✓ FEM Communication Toolkit
<input type="checkbox"/> Select \$299	<input type="checkbox"/> Select \$429	<input type="checkbox"/> Select \$629
<input type="checkbox"/> Add Verification \$150	<input type="checkbox"/> Add Verification \$300	<input type="checkbox"/> Add FEM Verification \$300
		<input type="checkbox"/> Add FSLM Verification \$225

Verification Details ▾
FSLM Transfer Details ▾

Individual Tools

Purchase individual modules from the past reporting cycle.

FSLM - Social & Labor Assessment
<p>Get the self-assessment of social performance (FSLM) and add verification to ensure accuracy and credibility.</p> <ul style="list-style-type: none">✓ Unlimited shares of assessment✓ Benchmarking✓ CSV export of data
<input type="checkbox"/> FSLM \$299
<input type="checkbox"/> Add Verification \$225

FSLM Verification Process

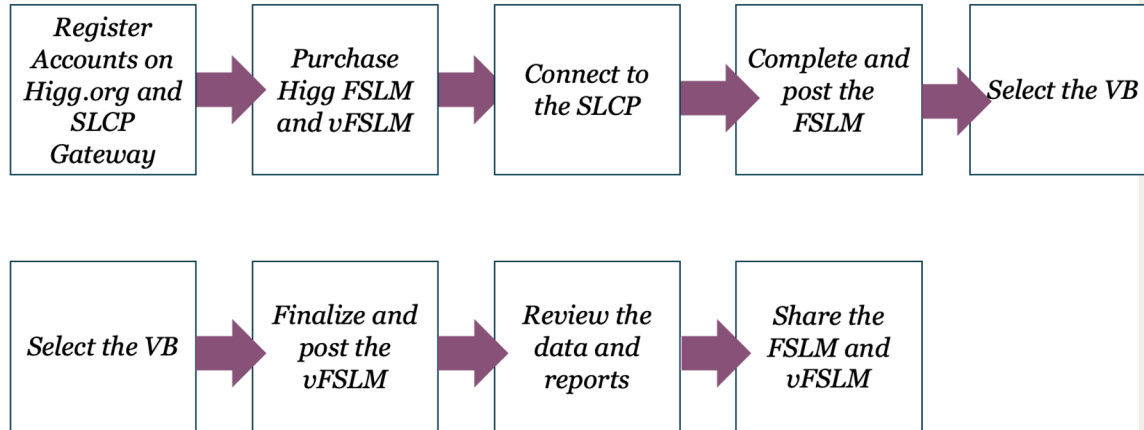
SLCP Verification Operation Countries/Areas

SLCP is currently available in the following countries / regions:

- **Africa:** Kenya, Madagascar, Mauritius, Morocco, South Africa & Tunisia
- **Americas:** Argentina, Brazil, Canada, Colombia, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Peru & the USA
- **Asia:** Bangladesh, China, Hong Kong, India, Indonesia, Japan, Macau, Malaysia, Myanmar, Pakistan, Philippines, Singapore, South Korea, Sri Lanka, Taiwan, Thailand, Vietnam
- **Europe:** Belgium, Bosnia and Herzegovina, Bulgaria, France, Georgia, Germany, Greece, Hungary, Italy, Lithuania, Moldova, Netherlands, North Macedonia, Poland, Portugal, Romania, Russia, Serbia, Spain, Turkey, United Kingdom, Ukraine

SLCP will become available in other BetterWork countries in 2022 (TBC).

FSLM self-assessment and verification completion process:



Module status change:

Not Started (NS) -> ASI (Assessment Initiated) -> ASC (Assessment Completed and Posted) ->

VRP (Verification in Progress) -> VRC (Verification Completed) -> VRF (Verification Finalized)

FSLM Verification

- FSLM verification must be completed within 2 months after the FSLM self-assessment completion.
- If the self-assessment data is over 2 months old, the facility must update the information and keep the data up to date for verification.

111 TEST FACILITY

Completion: 0%

Facility Profile 0%




Recruitment and Hiring 0%




Working Hours 0%

Date of self/ or joint-assessment submission: (FP-BI-22)

mm/dd/yyyy

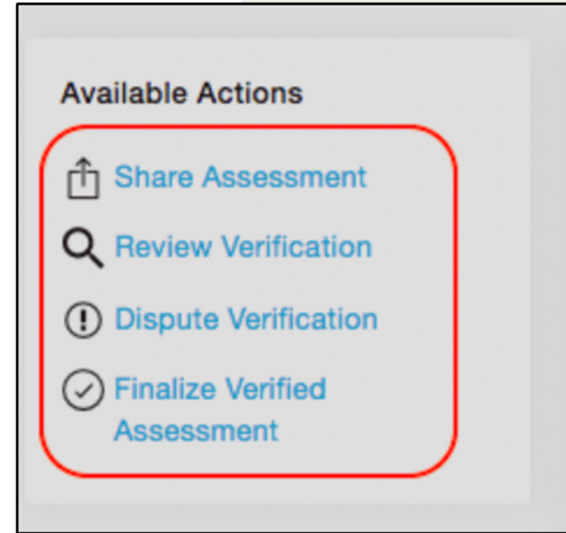
FSLM Platform Features | FSLM Verification

Assessment Status Assessment Completed (ASC)	Self-Assessment - Posted  99 %	Verified - Not posted  0 %	
Assessment ID  fslmsurvey:f5963310-ed53-11e8-b4af-715b319f8e4e	SLCP Assessment ID PRJ339864	Verifying Body sally_vb2@yopmail.com Accepted Change Verifying Body	Verifier Contact Waiting for verifier assignment
View View FSLM	Download Assessment CSV v2/ v1 Excel EN / ZH / ES	Download Certificate PDF	

Assessment Status Verification Finalized (VRF)	Self-Assessment - Posted  99 %	Verified - Posted  100 %	
Assessment ID  fslmsurvey:8bf221fc-6bd6-4235-9dad-6227680fd470	SLCP Assessment ID PRJ615633	Verifying Body ELEVATE Accepted	Verifier Contact rlin@elevatelimited.com vzhang@elevatelimited.com
View View FSLM	Download Assessment CSV v2 / v1 View Final Report Provide SLCP Feedback	Download Certificate PDF	

Verification Review

- Review your verification
- Dispute your verification if you disagree with the result
- Finalize your verification
- Your verification will be finalized (VRF) automatically after 14 days since the status becomes VRC



Verification Finalization

- View your verification data online
- Download CSV report or CSV scores report
- View final report
- Provide SLCP feedback

The screenshot displays a dashboard for verification finalization. At the top, it shows the assessment status as 'Verification Finalized (VRF)' with a green progress bar for 'Self-Assessment - Posted' at 100% and another green progress bar for 'Verified - Posted' at 100%. Below this, there are four main sections: 'Assessment ID' (with a copy icon and a long alphanumeric string), 'SLCP Assessment ID' (PRJ654381), 'Verifying Body' (with a dropdown menu showing 'Accepted'), and 'Verifier Contact' (with a redacted field). At the bottom, there are three columns of action buttons: 'View' (with a 'View FSLM' link), 'Download Assessment' (with links for 'CSV v2 / scores', 'View Final Report', and 'Provide SLCP Feedback'), and 'Download Certificate' (with a 'PDF' link).

*Note: CSV reports only are provided to users who purchase the Plus plan.

Data review

- On Higg.org platform, it doesn't provide the excel report for VRF verifications.
- All VRF verifications can be accessed through a SLCP Gateway link and downloaded into a PDF file.
- All attached files can be downloaded on this SLCP gateway report.
- You can only see excel file downloading option when the vFSLM status is not VRF.

The screenshot shows the 'Gateway' interface for an assessment. The header includes the 'SOCIAL & LABOR CONVERGENCE' logo, the word 'Gateway', and navigation links for 'English', 'About', and 'Login'. The main content area is titled 'ASSESSMENT INFORMATION' and contains a table with the following data:

Assessment ID	PRJ615633	
Initiated	April 26, 2020 5:02 AM	
Last Updated	May 26, 2020 12:01 AM	
Status	VRF - Verification Finalized	
Facility Name	ZHEJIANG WEIXING INDUSTRIAL DEVELOPMENT CO.,LTD LINHAI ZIPPER BRANCH.	
Facility ID	FA746733	
Facility Geolocation	121.206007,28.88481	
Accredited Host	Higg Co / Sustainable Apparel Coalition	
Verifier Body	ELEVATE	
Verifiers	Name	Lin Randy
	Date Assigned	April 28, 2020 3:27 AM
	Gender	M
	Name	Zhang Victor
	Date Assigned	April 28, 2020 3:28 AM
	Gender	M
Tool Version	13	

Below the table is an 'ATTACHMENT' section with a link to 'Preview attachment content'. The footer contains the ITC logo, copyright information for 2020, the license agreement URL, and the version number '1.13'.

FSLM Verification Results and Reports

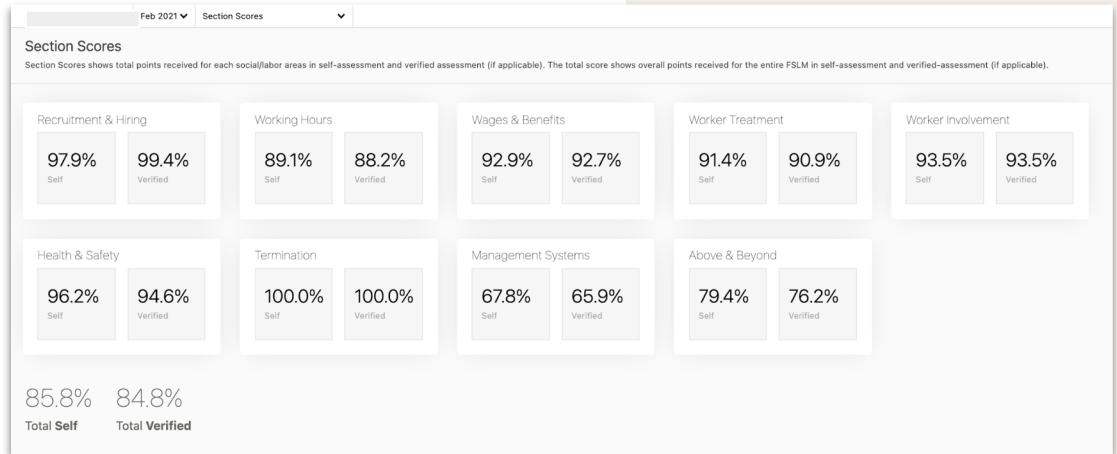
FSLM Scoring

The FSLM scoring system is designed to be universal and drive improved social performance in manufacturing facilities around the world. Points are only assigned to universal questions that drive improved actions, decisions, and practices that lead to better social and labor sustainability outcomes.

- Total Scores
- Section Scores
- Step Scores
- Risk Scores

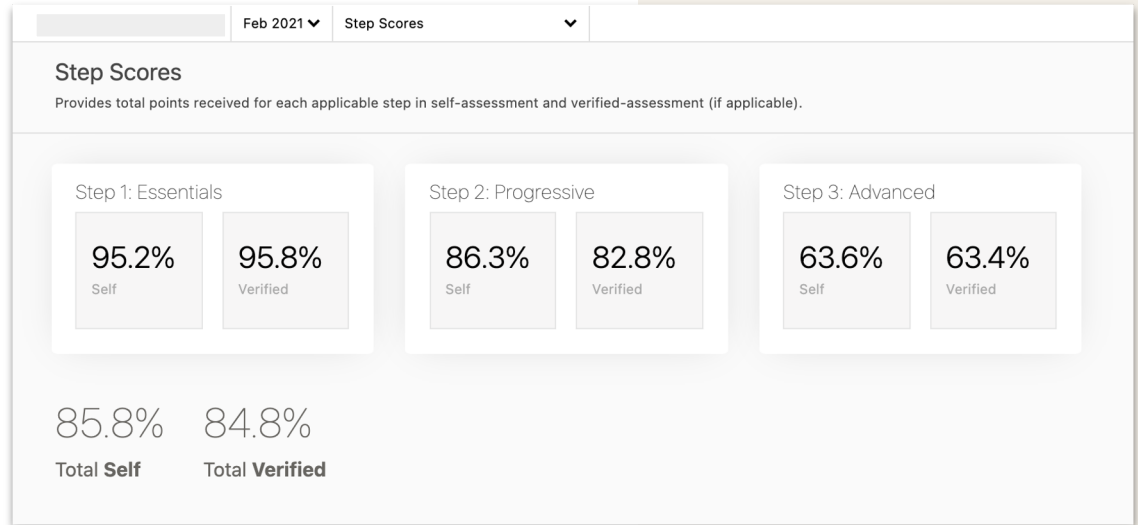
Section Scores

On the Section Scores page, you can see a total score as well as section scores for each of the content sections in the tool.



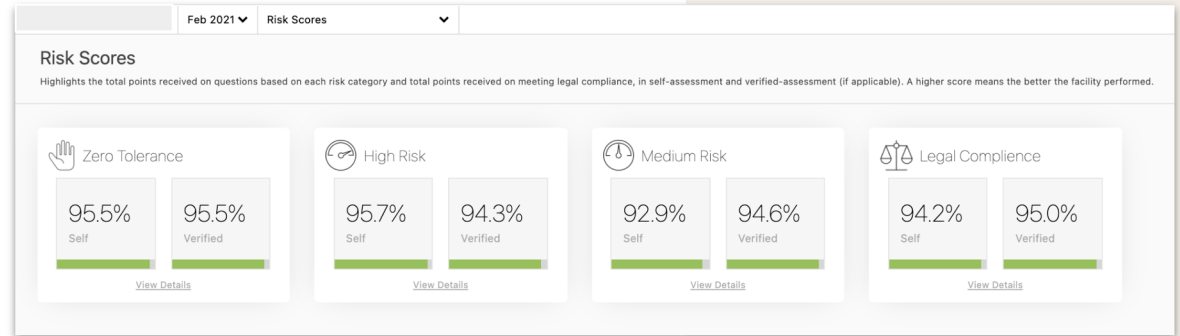
Step Scores

On the Step scores page, you can see the total points received for each applicable step in the FSLM. The total score is also displayed.



Risk Scores

The risk scores report highlights the total points received on questions based on each risk category and total points received on meeting legal compliance. A higher score means the better the facility performed.



Areas of Focus and Improvement Report

This report shows the opportunities for improvement and focus based on the high-level mapping of SLCP Questions to Better Work Zero Tolerance Protocols, ILO Core Conventions, and the level of risk to the employees and facility

Section	Primary Question	Follow Up Question
WORKING HOURS	WH-WOR-10 Is overtime worked only for reasons permitted by law? No	Reference Legal Compliance
WAGES & BENEFITS	WB-WAG-14 Are piece rate workers paid correctly for ordinary hours of work when their piece rate earnings exceed minimum wage? No	Reference Health & Safety: Poses a risk to employee wellbeing

Legal Compliance Report

The legal compliance report provides opportunities for improvement and focus, based on legal requirements.

Legal Compliance 2 ALL	
Opportunities for improvement and focus, based on legal requirements.	
<p>WORKING HOURS WH-WOR-10</p> <p>Is overtime worked only for reasons permitted by law?</p> <p>No</p>	<p>Reference</p> <p>Legal Compliance</p>
<p>WORKER TREATMENT WT-DIS-15</p> <p>Are the facility's practices around making accommodations for physically disabled persons in line with legal requirements?</p> <p>No</p>	<p>Reference</p> <p>Legal Compliance</p>

Verifier Reports

The verifier reports provide verifier's highlights on the verification result.

- Flagged questions report
- Verifier notification report

Flagged Questions **9**

Questions flagged by verifiers for not being in line with legal requirements.

[View Details](#)

Verifier Notification **35**

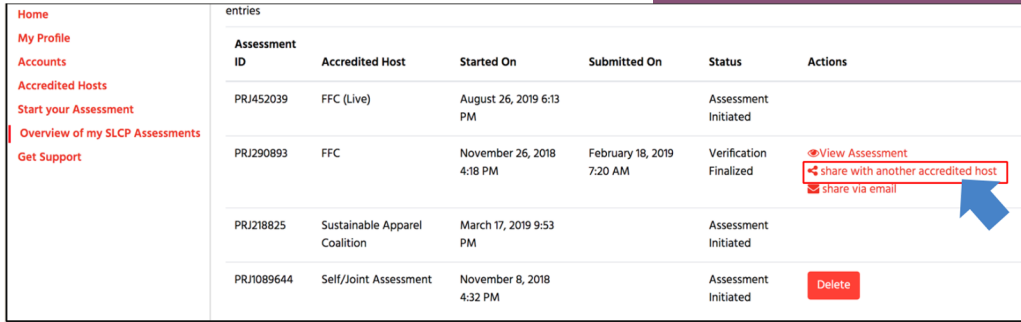
Questions marked as Inaccurate or No Response by Verifier

[View Details](#)

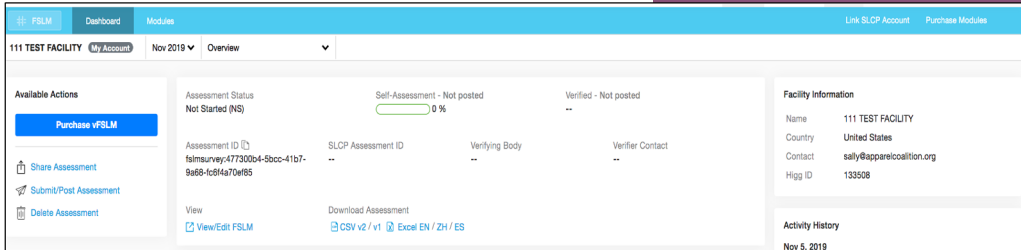
FSLM Verification Data Transferring

Users can transfer their FSLM verification data from other accredited hosts (e.g., FFC) to Higg.org platform.

- Pay for the transfer fee to transfer your verification data



Assessment ID	Accredited Host	Started On	Submitted On	Status	Actions
PRJ452039	FFC (Live)	August 26, 2019 6:13 PM		Assessment Initiated	
PRJ290893	FFC	November 26, 2018 4:18 PM	February 18, 2019 7:20 AM	Verification Finalized	View Assessment Share with another accredited host Share via email
PRJ218825	Sustainable Apparel Coalition	March 17, 2019 9:53 PM		Assessment Initiated	
PRJ1089644	Self/Joint Assessment	November 8, 2018 4:32 PM		Assessment Initiated	Delete



111 TEST FACILITY | My Account | Nov 2019 | Overview

Assessment Status: Not Started (NS)

Self-Assessment - Not posted: 0%

Verified - Not posted: --

Assessment ID: fs1msurvey47730b4-5bcc-41b7-9a68-1c8f4a70e185

SLCP Assessment ID: --

Verifying Body: --

Verifier Contact: --

Available Actions: [Purchase vFSLM](#), [Share Assessment](#), [Submit/Post Assessment](#), [Delete Assessment](#)

View: [View/Edit FSLM](#)

Download Assessment: [CSV v2 / v1](#), [Excel EN / ZH / ES](#)

Facility Information: Name: 111 TEST FACILITY, Country: United States, Contact: sally@apparecoalition.org, Higg ID: 133508

Activity History: Nov 5, 2019

FSLM Cross Host CSV Report

On the Higg platform, brand/retail and large manufacturer users can download a CSV with an overview of their facilities' SLCP assessment status.

The CSV indicates whether a facility has completed the SLCP assessment on the Higg platform or through another accredited host. This feature provides Higg users an overview of detailed reference data (metadata) of all SLCP assessments stored in SLCP Gateway, regardless of whether they are hosted on the Higg platform or another accredited host, giving them insight into their facilities' assessment of social and labor performance.

A	B	C	D	E	F	G	H	I	J
Facility ID	Facility Name	Facility Country	Survey ID	Survey Status	Survey Start Date	Survey Updated Date	Accredited Host		
FA1010193	Test Facility 1	China	PRJ518431	ASC	2020-09-17T15:10:56.062Z	2020-09-17T15:13:03.258Z	Higg Co/Sustainable Apparel Coalition		
FA363987	Test Facility 2	China	PRJ588343	VRF	2020-08-15T09:45:11.710Z	2020-08-15T10:07:44.967Z	Higg Co/Sustainable Apparel Coalition		
FA363987	Test Facility 3	China	PRJ938262	VRF	2020-08-15T08:52:30.516Z	2020-08-15T09:25:28.183Z	Higg Co/Sustainable Apparel Coalition		

SLCP CAF 1.4.2 Updates

CAF 1.4.2 Updates Including:

- New questions in the Data Collection Tool to capture facilities' OAR IDs and information on worker involvement in the self or joint-assessment process
- An increased character count to allow facilities and Verifiers to record more detailed explanations
- The automation of the Verification Selection to improve data quality.
- The CAF v1.4.2 update should not require brands to make any changes to mapping or scoring.
- Full list of changes: click [here](#)

Guidance & Support

Howtohigg.org – FSLM Verification

Home / FSLM User Selection / Facility Users / Verification

Verification

1. **Verification Overview**
2. **Prepare for Verification**
3. **Verification Process**
4. **vFSLM Results Reports**

1. Verification Overview

What is verification?

FSLM verification confirms that you understood and answered your self-assessment questions correctly. Verification ensures external stakeholders that your data is reliable. FSLM verification process follows the SLCP assessment process. Click [here](#) to learn more about the SLCP assessment process.

For a list of approved Higg FSLM verifiers, click [here](#). This list will continue to grow as more individuals complete the verifier application and training process.

What is the difference between FSLM verification and a traditional audit?

The Higg FSLM is not a pass/fail audit. It is simply a means to verify you understood and answered the FSLM self-assessment correctly. Verified data and scores provide trusted information on facility environmental performance, reducing the need for multiple proprietary audits.

For full description and information on the verification process, please visit our FSLM verification page [here](#).

2. Prepare for Verification

Howtohigg.org – FSLM(SLCP) Verification Program

Home / Higg FSLM Verification Program

Higg FSLM Verification Program

1. [Verification Introduction](#)

2. [Verification Protocol for Verifiers](#)

3. [List of Approved FSLM Verifiers](#)

4. [FAQ](#)

1. Verification Introduction

FSLM verification is very similar to the FEM verification. It is to verify you understood and answered your FSLM self-assessment questions correctly.

The FSLM verification process follows the SLCP assessment process. You can click [here](#) to learn more about the SLCP assessment process.

SLCP is currently available in the following countries / regions:

- Africa: Kenya, Madagascar, Mauritius, Morocco, Tunisia
- Americas: Argentina, Colombia, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Peru, USA
- Asia: China, Hong Kong, India, Macau, Malaysia, Myanmar, Philippines, South Korea, Sri Lanka, Taiwan, Thailand
- Europe: Bulgaria, North Macedonia, Poland, Portugal, Romania, Spain, Turkey

After the launch of CAF v1.4 in March 2021, SLCP will also be available in:

- Africa: South Africa
- Americas: Canada
- Asia: Japan, Singapore
- Europe: Belgium, Bosnia and Herzegovina, France, Georgia, Germany, Greece, Hungary, Italy, Lithuania, Moldova, Netherlands, Russia, Serbia, United Kingdom, Ukraine

SLCP is also already available for facilities that are not eligible for the ILO-BetterWork program in the following countries / regions:



If you are ever lost...

SOCIAL & LABOR CONVERGENCE

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SLCP Helpdesk

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[I am a VB/Verifier](#) [Better Work & SLCP](#)

Promoted articles

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Upcoming training sessions by Training Bodies (TBs)



Jack Zhong



Sahana Kubsad



Sevinc Aktas Ilgun



Urtty Majumder

www.slconvergence.org/helpdesk

Questions?