



Factory Compliance Performance Metrics

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Corporate Social Responsibility Overview

A Vendor's Corporate Social Responsibility Scorecard reflects overall compliance in relation to the below three areas.

Social

Defined: Measures indicators of Social Compliance to promote the health and safety of employees.

Areas of Opportunity: PPE, safety devices, working hours, wages, ensuring matrix is made up exclusively of authorized facilities



CTPAT

Customs Trade Partnership Against Terrorism

Defined: Border protection program that ensures security of cargo entering the United States.

Areas of Opportunity: written policy, security, container locks



Environmental Sustainability

Defined: Measures compliance with sustainable production practices

Areas of Opportunity: HIGG participation
**2023 & 2024: All active factories target 411 score*

The Environmental Sustainability Score is made up exclusively of a Vendor's HIGG engagement. Vendor's are **independently responsible** for the HIGG participation of **all facilities within their matrix**. Below are the three different HIGG modules facilities are expected to complete based on their tier.

HIGG FEM

HIGG Facility Environmental Module

- Required for all facilities (tiers 1-3)
- Due April 30th, 2024

FSLM

HIGG 2024 Facility Social & Labor Module

- Required for all tier 2-4 facilities not already monitored by Kohl's
- Due October 31st, 2024

vFEM

HIGG Index Verified Facility Environmental Module

- Required for all Strategic Vendors
- Due October 31st, 2024



Note: Each facility must create their own account & purchase HIGG Index Tools on Worldly's website. HIGG Index Tools are shared audits and must be shared with Kohl's "Kohl's Private Label Brands" (Worldly ID 4131)

CSR Scorecard Facility Tier Example

(Report distributed in Excel via email by Factory Compliance)

The information below reflects Kohl's facility tiering structure, which is in line with industry standard.

TIER 0	TIER 1	TIER 2	TIER 3	TIER 4
Office, Retail Distribution Centers	Finished Product Assembly	Material Production	Raw Material Processing	Raw Material Extraction
- Agent - Vendor	- Main production facility	- Dye houses - Embroidery - Mills - Outsoles - Packaging - Screen printing - Tanneries - Trims - Washing	- Conversion of wood products to pulp - Leather preparation - Production of adhesives, dyes, inks, yarn, etc.	- Agriculture - Extraction - Forestry - Ranching

A facility's tier is indicated on the Corporate Responsibility Scorecard, as circled below.

Vendor Name	Factory ID	Factory Name	Factory Country	Factory Status	Tier
Vendor 1	1	Factory 1	Guatemala	AUTH	TIER1
Vendor 2	2	Factory 2	Guatemala	AUTH	TIER1
Vendor 3	3	Factory 3	Nicaragua	AUTH	TIER1
Vendor 4	4	Factory 4	Vietnam	AUTH	TIER1
Vendor 5	5	Factory 5	Indonesia	AUTH	TIER2
Vendor 6	6	Factory 6	Vietnam	AUTH	TIER2

CSR Scorecard Example

(Report distributed in Excel via email by Factory Compliance)

The **Sustainability Ranking** field on your Corporate Responsibility Scorecard indicates the risk level of each facility within your matrix as it relates to environmental sustainability. A Vendor's overall ranking is made up of each facility's combined rankings, & Vendors are independently responsible for ensuring the compliance of **all facilities** in this report. Each quarter, we encourage Vendors to consider deactivation of any high or elevated risk facilities that are no longer or infrequently being utilized.

Overall Ranking	Social Ranking	CTPAT Ranking	Sustainability Ranking
MEDIUM RISK	LOW RISK	LOW RISK	HIGH RISK
MEDIUM RISK	MEDIUM RISK	NOT REQUESTED	ELEVATED RISK
MEDIUM RISK	MEDIUM RISK	NOT REQUESTED	ELEVATED RISK
MEDIUM RISK	LOW RISK	MEDIUM RISK	ELEVATED RISK
LOW RISK	LOW RISK	NOT REQUESTED	NOT APPLICABLE
HIGH RISK	NOT APPLICABLE	NOT APPLICABLE	HIGH RISK
HIGH RISK	NOT APPLICABLE	NOT APPLICABLE	ELEVATED RISK
HIGH RISK	NOT APPLICABLE	NOT APPLICABLE	HIGH RISK
HIGH RISK	NOT APPLICABLE	NOT APPLICABLE	HIGH RISK
HIGH RISK	NOT APPLICABLE	NOT APPLICABLE	ELEVATED RISK
LOW RISK	NOT APPLICABLE	NOT APPLICABLE	LOW RISK
HIGH RISK	NOT APPLICABLE	NOT APPLICABLE	ELEVATED RISK
LOW RISK	NOT APPLICABLE	NOT APPLICABLE	LOW RISK
HIGH RISK	NOT APPLICABLE	NOT APPLICABLE	HIGH RISK
NOT APPLICABLE	NOT APPLICABLE	NOT APPLICABLE	NOT APPLICABLE
NOT APPLICABLE	NOT APPLICABLE	NOT APPLICABLE	NOT APPLICABLE
NOT AUTH			

Overall Score	Social Score	CTPAT Score	Sustainability Score	2023 HIGG Score
2.4	3.5	3	0.75	39.9687
2	2.5		1.5	72.87758
2	2.5		1.5	67.60305
2.5	3.5	2.5	1.5	65.02217
3	3		NOT APPLICABLE	NOT APPLICABLE
0.25			0.5	42.82783
0.75			1.5	68.36804
0			0	15.92366
0			0	11.91195
0.75			1.5	59.1904
3			3	75.19956
0.75			1.5	78.61242
3			3	61.38592
0				DID NOT COMPLETE
			NOT APPLICABLE	NOT APPLICABLE
			NOT APPLICABLE	NOT APPLICABLE

Unauthorized facilities deduct .5 from the vendor's total social ranking score.

High	Score: 0 - 1.49
Elevated	Score: 1.5 - 1.99
Medium	Score: 2.0 - 2.59
Low	Score: 2.6 - 3.5

Not Applicable/Not Requested

Facility is a converter mill, trim mill, U.S. warehouse etc. Or newly activated facility that has not yet registered with HIGG. This does not count against a vendor's sustainability score/ranking.

Did Not Complete

Facility has started the assessments, but has not completed any. This automatically results in a 0 for sustainability score/ranking. (41.1 is the target score and is subject to change year over year)

HIGG vFEM Flowchart

