

**Specification of Competency Standards**  
**for the Fashion Industry**  
**Unit of Competency**

Functional Area - Quality System & Sustainability

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| Title               | Develop a sustainability management plan   |
| Code                | 108257L5   |
| Description         | Develop a sustainability management plan to achieve the strategic objectives for sustainability in a fashion business. This applies to individuals who are required to develop plans for all necessary elements, processes, and procedures to achieve sustainable results.   |
| Level               | 5  |
| Credit              | 4  |
| Competency          | <p>Performance Requirements</p> <p>1. Knowledge in the subject area</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> <li>• understand the overall organisational goals and direction with regard to sustainability</li> <li>• critically evaluate the purpose and principle of sustainability management planning (e.g. transparency, circular economy principles)</li> <li>• translate strategic and ethical goals and objectives into both actionable and measurable business activities and procedures for sustainability management plans</li> </ul> <p>2. Application and process</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> <li>• create a framework for the sustainability management plan and determine major activities needed to achieve the sustainable outcomes</li> <li>• evaluate sustainability issues, impacts and problems (e.g. social, environmental) at every level and function of the organisation as well as in every life-cycle stage of the fashion products</li> <li>• consult key personnel of each level and function and engage relevant stakeholders to explore possible measures that can achieve the sustainable outcomes</li> <li>• determine sustainability management responsibilities for each activity and include them in job descriptions and duty statements</li> <li>• determine stakeholder engagement venues where appropriate</li> <li>• estimate resources required to execute the plan</li> <li>• establish milestones, control points, and key sustainability measures and indicators in the sustainability performance review and monitoring mechanism</li> </ul> <p>3. Exhibit professionalism</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> <li>• build on the notion of a triple bottom line to develop an integrated and holistic sustainability management plan and decision-making process for the organisation</li> <li>• conduct extensive consultations to ensure stakeholders and all levels and functions are in step with the overall direction with regard to sustainability and that there is no incongruence</li> </ul> |
| Assessment Criteria | <p>The integrated outcome requirements of this UoC are the abilities to accomplish:</p> <ul style="list-style-type: none"> <li>• Development of a sustainability management plan in a fashion business that entails a list of planned actions, key sustainability measures and indicators, required stakeholder engagement venues as well as responsible personnel for achieving the intended sustainable outcomes.</li> </ul>   |
| Remark              |  |