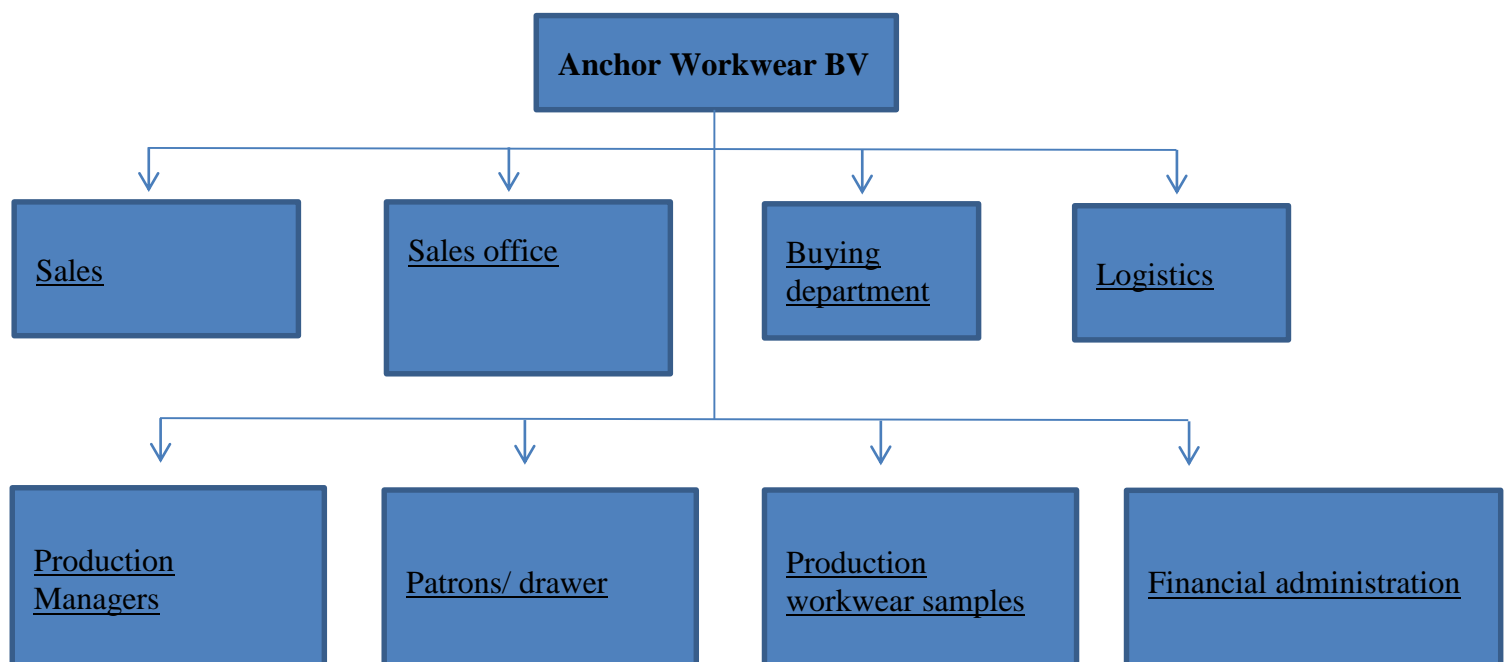


Anchor Workwear



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- Start date membership
- July 2013

Organisational chart





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Summary: goals & achievements 2015

We want good labour conditions to be a normal aspect in the factories, where our garments are produced. In 2015 we have had an audit in Bulgaria and an update of the audit by FWF in our factory in Vietnam. The outcomes of the audits were positive. The issues found are partly solved in 2015 and the remaining issues will be handled in 2016.

1. Sourcing strategy

1.1. Sourcing strategy & pricing

We try to produce as much as possible in own factories and remaining production in a few selected external factories. We source based on production quality, price, social factors and availability. Decisions about production locations are taken by the management team.

Pricing is based on calculation and evaluation of the first production run.

We have daily contact with the production locations with Skype.

1.2. Organisation of the sourcing department

The management team is responsible for the strategy and sourcing. Together with the buying department we select new production companies.

1.3. Production cycle

Anchor Workwear buys all fabrics and most accessories and supplies patterns. These are transported to the production locations. The production companies cut the fabric and produce the garments. The ready-made garments are transported to The Netherlands. Lead time for production Europe is normally 7-9 weeks. Lead time for production Asia is 11-15 weeks.

1.4. Supplier relations

Anchor Workwear has selected new suppliers in 2015. We consider a number of criteria to select a new factory: reliability, quality standard, respect of deadlines, prices and social responsibility. We also visit the new selected factories for visual inspection.

1.5. Integration monitoring activities and sourcing decisions

Our main objective stays to produce in our own factories. Issues of improvement do not result in outsourcing, but in solving the issues.



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We do not have audit reports available for new suppliers in 2015. During sourcing and visits we found no issues.

2. Coherent system for monitoring and remediation

2.1. Factory Bulgaria

In Bulgaria we have had an audit in 2015. The result of the audit was good and showed only minor points for improvement. Most points have immediately been solved and the remaining issues will be handled in 2016.

2.2. Factory Vietnam

We have had an audit in our factory in Vietnam for the CAP of the audit of 2013. The most important points for the CAP have been solved before the audit in 2015. The remaining points will be handled in 2016.

2.3. External production

Anchor Workwear imported shoes from Ecco. Ecco has its own, expanded version of a Code of Conduct. Above, Ecco has signed the Code of Labour Practices of FWF.

3. Complaints handling

We have posted the code of labour practices in our factories. Workers can put their complaint to the management of the factory.

We received several requests from the workers. These were handled by the management of the factory. In 2015 we have not received any complaints.

During the audit in Bulgaria workers were asked for a system for complaints. People answered, that if they have questions or complaints, that they can address them to the management of the factory and the management is capable to solve the issues. They don't need another system for complaints.

It doesn't feel good for factories to encourage workers to complaint.

4. Training and capacity building

4.1. Activities to inform staff members

During meetings we inform the staff about the FWF membership and audits of production locations. We inform our membership on our website and during fairs and visits to our customers.

4.2. Activities to inform agents

Not applicable



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4.3. Activities to inform manufacturers and workers

We did not undertake action in 2015 to inform workers. We had no trainings planned in 2015. During visits to factories we have informed manufacturers of our membership and the importance of social responsibility.

5. Information management

- Anchor Workwear is now setting up a system for keeping track of progress on the implementation of the Code of Labour practices.
- To all production locations Anchor Workwear visited them during production

6. Transparency & communication

The general public and customers have been informed through various channels;

- We have promoted Fair Wear at fairs
- We have put the Fair Wear logo in our emails
- We have put the Fair Wear logo on our website
- We mention our Fair Wear membership in our offers to clients.
- Anchor Workwear will write an annual social report

7. Stakeholder Engagement

We did not make use of any FWF stakeholder resource, because there has been no issues to be discussed

8. Corporate Social Responsibility

- Anchor Workwear has an internal CSR policy regarding reducing energy consumption, reducing waste and regarding discrimination. Apart from that, CSR is a natural issue during daily processes.
- Anchor Workwear also considers the external CSR issues. We produce safe garments (with Okotex) under good circumstances. We support an orphanage with clothes. We use organic and recycled materials for fabrics to deliver a contribution to the environment.