

## **Bizniz Confectie B.V.**



Start date membership

April 2011

Reporting period

October 2013 to September 2014



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### Organisational chart

There are 20 people employed and company is divided into following different departments:

Administration & bookkeeping = 2 persons

Sourcing fabrics/accessories = 1 person

Styling = 2 persons

Sampling = 4 persons

Cadcam = 5 persons

Order registration = 2 persons

Production = 2 persons

Logistics = 2 persons



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## **Summary: goals & achievements 2013/2014**

In time frame October 2013 to September 2014 Bizniz has placed 70% of the total production in Poland and 30% in Tunisia. Poland as EU member country is classified as a low risk country. All factories in Poland are informed about the FWF Code of Labour Practices. We have opened our own factory in Poland in 2014. We plan it to be an example factory in regard to all formal requirements as well as FWF's standards. We have started to work with 3 new factories in Poland. In Tunisia we are working with 2 factories. 2<sup>nd</sup> factory has been audited in summer 2014, (1<sup>st</sup> one was audited in summer 2013), We are proud that several improvements in 2014 has been made by both Tunisian suppliers which we will explain in details in other chapter of this report.

Our sustainability strategy remains the same for long time: we focus ONLY on long-term relation with the factories what allows us to create a stable cooperation environment.

## **1. Sourcing strategy**

### ***1.1. Sourcing strategy & pricing***

The sourcing strategy of Bizniz is related to type of the product we deliver to our customers. Our customers are pleased that garments are made in Europe. That is the reason we are placing majority of our production in Poland and the rest in Tunisia. Our sourcing criteria's are: size, equipment, experience, general opinion on the market, organisation and hygiene as well as the location of each factory. Bizniz looks for long-term relations with factories over 20 years old in Poland and 12 years old in Tunisia.

Prices are being set up to each working order. We are sending samples, sample materials ahead to factory in order to make pre-production sample, make detailed operation list and estimate working minutes needed for production.

### ***1.2. Organisation of the sourcing department***

The sourcing department is build up out of 2 persons directly involved in production, one for Poland and other one for Tunisia.

### ***1.3. Production cycle***

Production cycle at the factory takes usually 3 up to 4 weeks time. We supply all: fabrics, trimmings, in-lays. We work only upon customer order, we do not produce for stock.

### ***1.4. Supplier relations***

All criteria's used by sourcing are the same for selecting a new factory for certain kind of product. The final decision about starting cooperation with new factory is taken after 2 months trial period. Having permanent staff and technicians directly present at the factories allows us to judge if working conditions are acceptable to continue cooperation.

In 2014 we have not terminated any business relation. We have started to work with 3 new factories. We are very pleased about the new start we made with them.

### ***1.5. Integration monitoring activities and sourcing decisions***

Our monitoring activities are always being made from perspective of our local staff from Poland. They introduce the new factories. Further on we place trial orders. During try-out period we are checking on working conditions and rank the manufacturers on Code of Labour Practices.

## **2. Coherent system for monitoring and remediation**

### ***2.1. POLAND***

In 2014 we were working with 13 factories in Poland making 70% of our total production. We act the same towards all our suppliers. We visit them regularly at least once per month.

The suppliers we cooperate with are established and monitored in accordance with Polish law, protecting workers' rights by regular labour inspections. There is no discrimination in employment, no exploitation of child labour. Workers are employed based on long-term contracts. Wages issues are regulated by law and a collective bargaining agreement is established through a multi-stakeholders process. All factories in Poland have safe and healthy working conditions. Workers are being regularly trained on Occupational Health & Safety programs in order to prevent accidents and injuries.

### ***2.2. TUNISIA***

In 2014 we were cooperating with 2 factories in Tunisia, and we placed there 30% of our total production. Those 2 are our long -term partners. Factories have been visited 8 times during the reported period. Till now on there were no complaints submitted by workers from those 2 factories.

By now the 2 factories has been successfully audited. We can state that there is no discrimination in employment or no exploitation of child labour. The owners of the factories are making all efforts to increase the wages towards the level of living wages.

In detailed herewith the list of improvements that have taken place in 2014:

Factory no 1 audited in 2013:

- annual bonus in 2014 was paid in advance by three months over 2013,
- emergency box has been equipped according to instruction given by work doctor
- metallic gloves for cutting are bought
- factory is equipped with enough fire extinguishers

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- electric cupboard has been repaired and is kept closed
- the owner of the building has made a promise to built an extra emergency exit in the building. The official request has been submitted to local authorities.

Factory no 2 audited in 2014:

- workers representative were chosen in order to improve communication in factory
- contract signing system for workers under 18 years old has been changed
- the annual leave system is being improved







### ***2.3. External production***

N/A



### **3. Complaints handling**

During the reported period we did not receive any complaints from workers employed by our suppliers. The Code of Labour Practices is posted in accessible areas by the factories. Workers have received the business cards and information cards from audit team members.

### **4. Training and capacity building**

#### ***4.1. Activities to inform staff members***

.Staff was informed vocally about current situation of Bizniz and its own activities connected to FWF rules. It is a stable group of workers directly working with each other, so communication is open.

#### ***4.2. Activities to inform agents***

N/A

#### ***4.3. Activities to inform manufacturers and workers***

We were offered by FWF to introduce trainings to workers and managers in Tunisia. This is our plan for 2015.

### **5. Transparency & communication**

All our customers are informed about the fact that Bizniz is a member of FWF. This information is mostly shared spoken. Since summer 2014 we have started to place a sticker with FWF logo into all our invoices we are issuing.

### **6. Stakeholder Engagement**

In 2014 we made no stakeholders engagements. We made a use of country study reports of Tunisia in compare to audits outcomes.

### **7. Corporate Social Responsibility**

N/A