



WWW.HYDROWEAR.EU



SOCIAL REPORT



Innovation in Rainwear

Hydrowear Simply No Sweat Collection

Style: 042505 Rimini

Standard: EN 343-3 Ret 5,2 high breathable

Social report 2015

Introduction	3
Hydrowear protective clothing	5
<ul style="list-style-type: none">- Founded- Products- Customers- Employees- Warehouse- Products	
Management summary	7
<ul style="list-style-type: none">- goals & achievements 2015	
Organisation	9
<ul style="list-style-type: none">- Sourcing strategy & pricing- Organisation of the sourcing department- Production cycle	
Supplier relations	11
<ul style="list-style-type: none">- Integration monitoring activities and sourcing decisions	
Coherent system for monitoring and remediation	13
<ul style="list-style-type: none">- Factory A/Country A- Factory B/Country B- Factory C/Country C- Corrective action plans CAP's- Production locations- Supplier overview- Performance	
Complaints handling	17
<ul style="list-style-type: none">- Training and capacity building- Activities to inform staff members- Activities to inform manufacturers and workers- Information management- Transparency & communication- Complaint system	
Corporate Social Responsibility	21
<ul style="list-style-type: none">- CSR and Sustainability STEP	



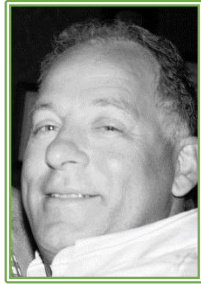
We care for details!

Hydrowear Offshore Collection

Style: 043520 Minden

Standards: EN 13034, EN ISO 11611, EN 1149/5, EN ISO 11612, IEC 61482-2.

Introduction



“Social and environmental responsibility is an important theme throughout our whole production chain.”

Hydrowear, based in Holland, is an independent family business which designs, develops, and manufactures high quality industrial workwear and waterproof protective clothing for the industry. The Hydrowear product range is a result of many years of experience in fabrics, accessories, design, fashion and marketing. Our personal protective clothing meets the strictest criteria of technological and legal standards prescribed in the European Directives. We manufacture in Asia, India and Europe. We can deliver garments directly from stock and also deal with bespoke requests, special requirements etc.

Our garments range from Waterproof, HiVis and Constructor to Flame Retardant, Antistatic, ATEX and Offshore. We are committed professionals who are passionate about creating protective clothing and serving our customers.

As a modern manufacturer, we see our contribution as complying with our social and environmental responsibilities throughout the entire production process. Our membership in the Fair Wear Foundation is an important step on this path, which is not always an easy one.



***High Danger! Our multinorm clothing
keeps you safe***

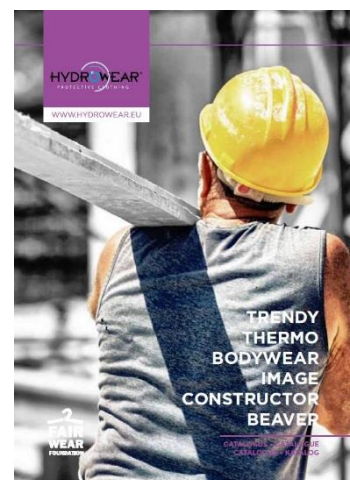
*Hydrowear Simply No Sweat Multi
Norm Collection*

Style: 073000N Maasdam

*Standards: EN 343-3, EN 13034, EN
1149/5, EN ISO 14116, EN 20471.*

Hydrowear protective Clothing

Founded:	2001
Products:	Protective Clothing
Customer:	Trade and Textile service throughout Europe
Employees:	Approximately 15 employees at our head office in Emmen and Approximately 500 over our partner factories devided over the world.
Warehouse:	<p>We have a wide and extensive never out of stock system (NOS). this wharehouse is situated in Emmen (NL)</p> <p>Delivery to 90 percent of our customers within 24 hours the rest within 48 hours.</p>
Production:	Production is devided over three countys. Europe, Croatia. Asia, India and China.
Products:	hydrowear offers a very wide and extensive NOS range in 4 different ranges. High Visibility, Workwear, Waterproof and Multi Norm.





New markets. Low voltage protection.
Hydrowear Multi Insulation Collection

Stylel: 041000 Inzell

Standards: EN 50286, IEC 61482-2, EN 343, EN ISO 20471.

Management summary

Already aware of the importance of corporate social responsibility we joined the Fair Wear Foundation in 2009. The **Fair Wear Foundation** aims to improve working conditions for people working in the internationally clothing industry. The initiative is made up of trade associations, trade unions and non-governmental organisations and this ensures independence and credibility.

The most important achievements for 2015 are:



Threshold. Until the end of 2015 more than 90% of the production volume should be checked in social audits, monitoring and reviews or originate from Low risk regions. We achieved a share of purchasing volume sourced from audited production of more than 90%.

Audit. One of our factories was FWF audited in this year and we are awaiting the audit result. Depending on the results we will determine if necessary CAP's have to be made.

Another of our factory was already audited two years ago and CAP's are running. A new audit for next year is planned.

Corporation with competitors at shared suppliers. This year we started corporation with other brands at our supplier. Cap's were shared.

Social awareness. To be able to enhance our corporation with Fair Wear Foundation employees of Hydrowear attended the Seminar for affiliates in September 2015 in Amsterdam. This has been a very fruitful event. It will contribute to an improved social responsible awareness.

Challenge. One particular challenge remains the payment of living wages. Under the terms of FWF a living wage is the minimum income necessary for a worker to meet the basic needs of a family of four. This aim can only be achieved in the long-term by taking many small steps.

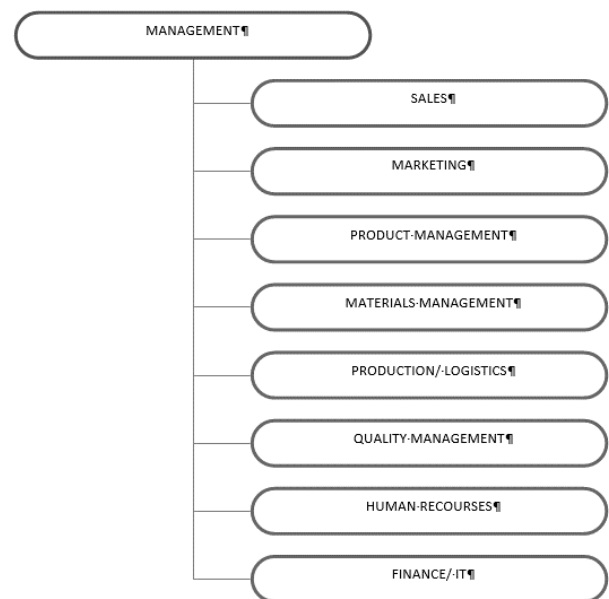


Durability. Triple stitched seams.
Hydrowear Constructor Collection

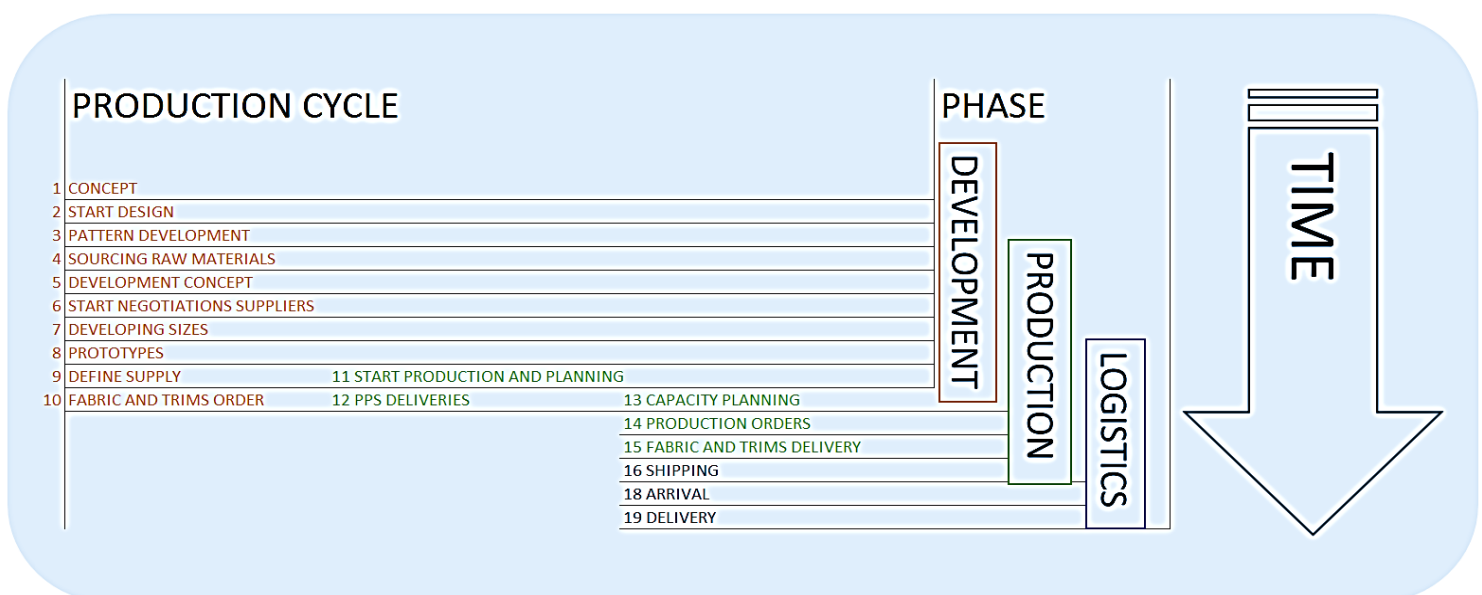
Style: 042003 Coevorden

Hydrowear Organisation

Sourcing strategy and pricing. As a rule the Hydrowear supplier determines the processing steps necessary to manufacture each product and the resulting standard requirement. This forms the basis for the negotiations with our manufacturers. This is the benchmark for further implementation. Before mass-producing a model, the manufacturer creates an pre-production-sample in order to guarantee that he is able to manufacture the model in the required quality and time. He can also determine any uncertainties with regard to processing or deviations from the calculated standard requirement and discuss these with Hydrowear. If necessary Hydrowear can advise in achieving the standard requirement



Production Cycle. Before the start of each calendar year Hydrowear makes a forecast for the upcoming year together with its supplier. The buffer effect of our large NOS and the durability of our workwear enables our supplier to balance their capacity utilisation with regard to quantity and model variance. This, in turn, enables us to make a good available competitive product





Only the best is good enough.

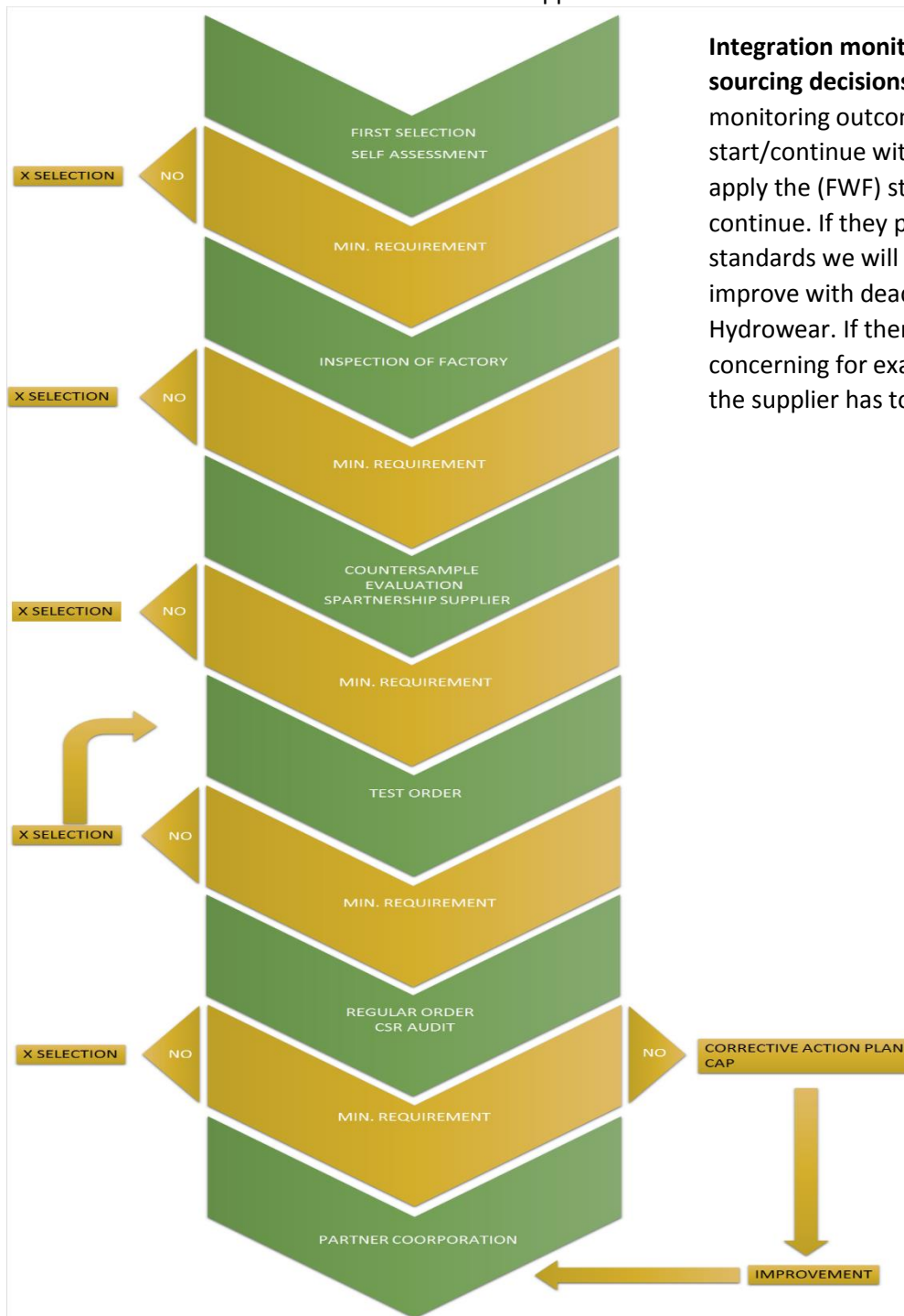
We do not compromise.

*Hydrowear Multi Induwash Waterproof
Collection*

Style: 043440 Michigan

*Standards: EN 13034, EN ISO 11611, EN
1149-5, EN ISO 11612, IEC 61482-2, EN
343-3, EN ISO 20471*

Selection of new factories. (New) Suppliers are selected on Quality, staff, working conditions/ social responsibility, history, knowledge/innovation, capacity and pricing. Monitoring is done by checking (existing) audit reports and (FWF) assessment at the supplier. Hydrowear only produces high quality. This together with innovation is the most important marketing tool for Hydrowear. Therefore Hydrowear works together with the same suppliers for many years. Because of this we are aware of the good working conditions at our suppliers.



Integration monitoring activities and sourcing decisions. The Hydrowear monitoring outcome will decide if we will start/continue with our supplier. If they apply the (FWF) standards we will continue. If they partly do not apply these standards we will tell the supplier to improve with dead line and monitoring of Hydrowear. If there are some major issues concerning for example labour conditions the supplier has to take immediate action.

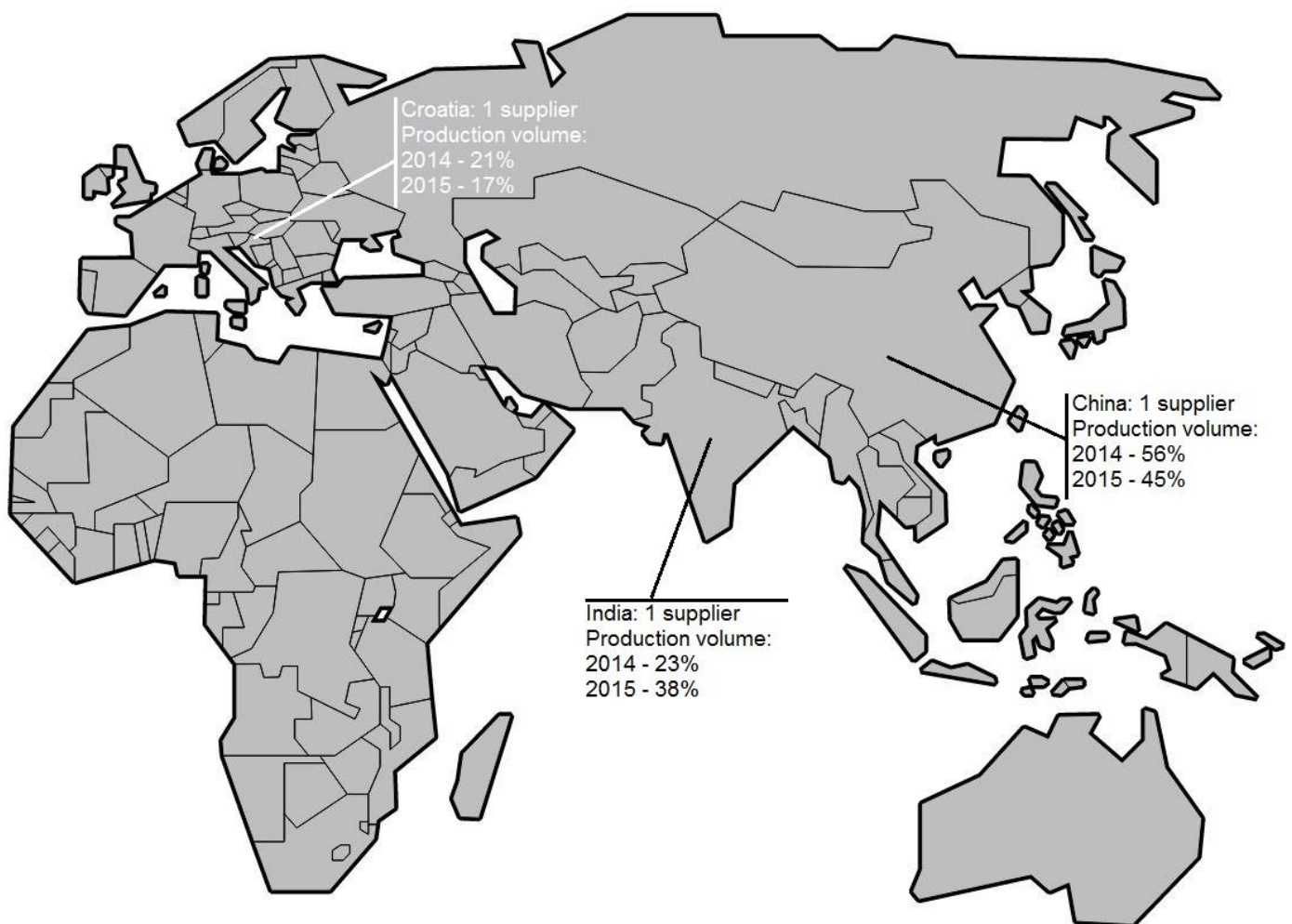


Leading the market with Design
Hydrowear Bodywear Collection

Style: 042610 Rio

Coherent system for monitoring and remediation.

Corrective Action Plans (Caps) are running for our India partner. Some critical issues were solved and some are running. E.g. electrical safety, hygiene and complaints box issues were solved. Issues like minimum living wage are running and need time for improvement.





We stay ahead of the game with new styles. Ribstop fabric.

Hydrowear Simply No Sweat RS Collection

Style: 072396YB Umag

Standards: EN 343-3, EN ISO 20471

Caps for our other Asia partner are not yet known because the audit just took place end of october 2015. We expect to be able to report on this during next year. Our european partner is part of a low risk location and is informed /monitored accordingly.

Overview of suppliers

FWF ID	continent	location	low or high risk	since	FWF questionnaire	Purchase volume	Visit 2015	audit	CAP	training	complaints
8533	Europe	Croatia	low	2001	yes	17%	yes	-	-	-	-
8530	Asia	China	high	2000	yes	45%	yes	oct-15	n.a.	n.a.	-
4871	Asia	India	high	2012	yes	38%	yes	aug-13	running	yes	-

Performance per country & factory



1 employment is freely chosen



2 freedom of association and the right to collective bargaining



3 no discrimination in employment



4 no exploitation of child labour

FAR EAST

4871 INDIA

8530 CHINA

EUROPE

8533 CROATIA



NA



NA



NA



NA



5 payment of a living wage



6 reasonable hours of work



7 safe and healthy working conditions



8 a legally binding employment relationship

FAR EAST

4871 INDIA

8530 CHINA

EUROPE

8533 CROATIA



NA



NA



NA



NA



Minor non-compliance found and quickly resolved, or no problem found

Medium non-compliance found and quickly resolved

Major or critical non-compliance found



*We stay ahead of the game with new styles. **FRAST softshell.***

Hydrowear Multi Bodywear Collection

Style: 072396YB Menorca

Standards: EN 343, EN ISO 20471

FWF Complaints Procedure

The complaints procedure allows workers or their representatives in garment factories to make complaints about their working conditions and the way the code of conduct is implemented in these factories. The procedure is also meant for other parties involved. For example, it can be used by suppliers to complain about the way in which FWF procedures are carried out, or by NGOs to file a complaint about the labour situation in factories.

If the complaint is legitimate the following measures are taken



The following procedure takes place in case of a complaint

1 The system is implemented by posting the “**worker information Sheet**” in the factory.

2 Actual submission of the **complaint**

3 Complaint is checked by the responsible **complaint manager**

4 **Reporting of the complaint** to Hydrowear and FWF Amsterdam.

5 **Investigation** of the complaint

6 **Action plan** for correction and time schedule

7 **Verification** of the complaint by Hydrowear

8 **Verification** of the complaint by FWF

9 **Publication** of the complaint and corrective action is taken.

(for a visual explanation of above see the FWF complaint system on the second next page)



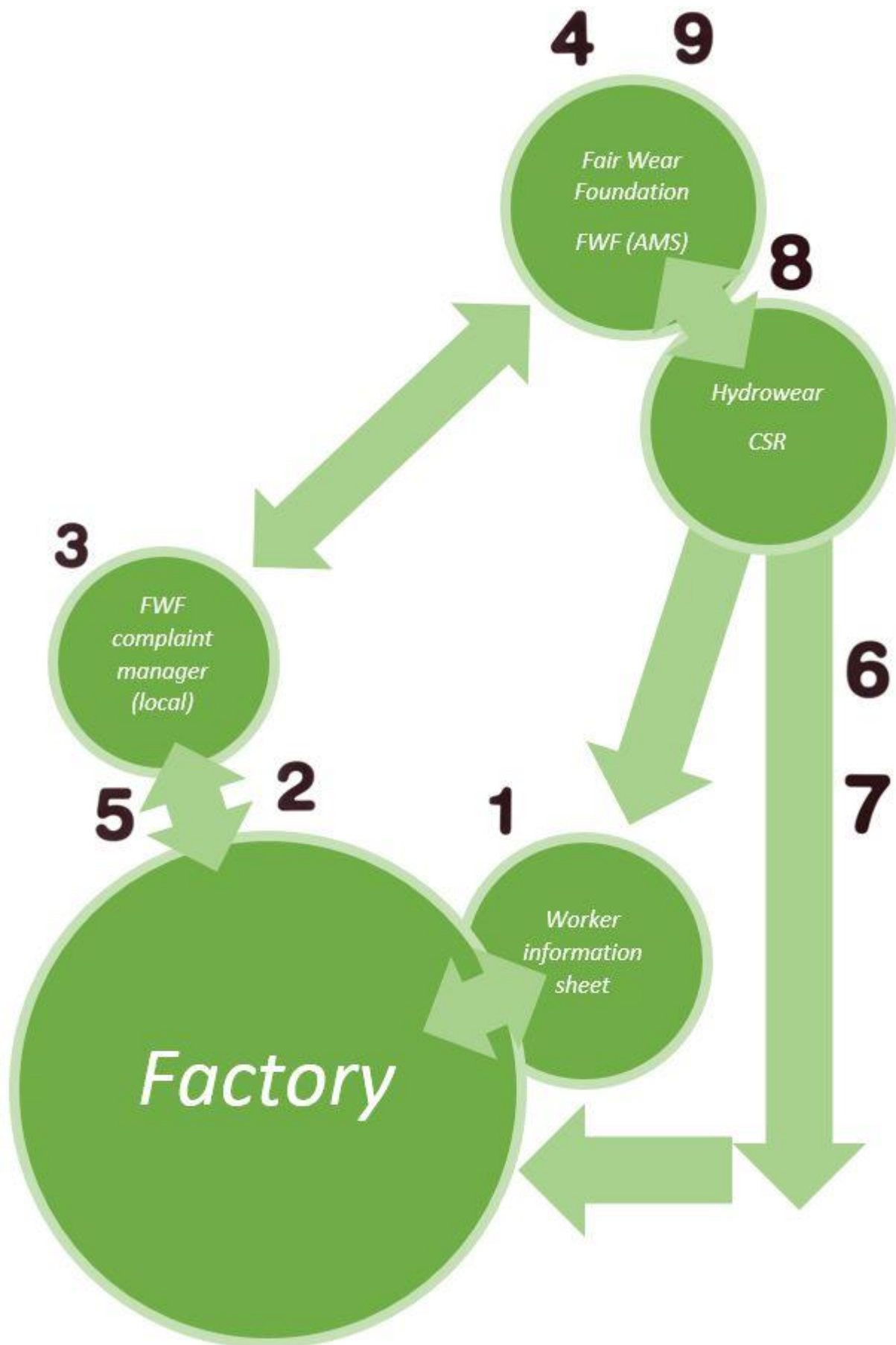
We stay ahead of the game with new styles. Segmented striping.

Hydrowear Bodywear Collection

Style: 040445OB Thorne

Standard: EN ISO 20471

FWF complaint system





***We stay ahead of the game with new
Styles. Custom made.***

Style: Toolvest

Sustainability textile production

Next to our Fair Wear Membership
Hydrowear also is working on implementing
Step.

Next to social responsibility this
certifications also focus on sustainability
and environment.



Step

STeP is the new certification system by
OEKO-TEX® for sustainable textile
production.

STeP analyses and evaluates existing
production conditions with respect to the
use of environmentally friendly
technologies and products.

Another important issue is the assessment
of working conditions and the plant's
impact on the environment.

Corporate social responsibility and sustainability.

We care!

