



Social Report [2015]

Van Puijenbroek Textiel

Dutch textile solutions since 1865

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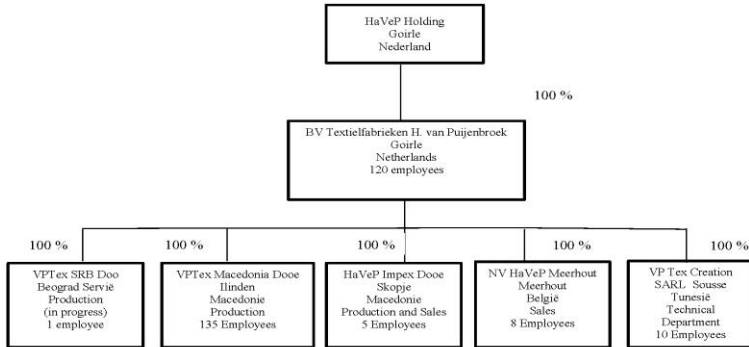
Start date membership in 2004

Reporting period 2015

Organisational chart

BV Textielfabrieken H. van Puijenbroek

1 januari 2016





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Summary: goals & achievements 2015

In all factories, we have a mutual understanding about the way we work together and the way we want to achieve a continuous improvement of labour circumstances.

There have been, as agreed in the previous workplan, audits in our factories. Again in 2015 there was a brand performance check Goirle. The continuation for improvement of transparency has been a focus point and we added the FWF implementation and monitoring into our ISO planning system.

We started earlier with questionnaires for the suppliers of the articles we sell but don't produce ourselves. The goal of this action was to create awareness of our membership with the FWF and to try if we can further improve our commitment towards the code of conduct. The results remain however poor.

In our organisation we see that improving (and already improved) labour conditions in the factories is a normal aspect. Our quality controllers, instructors and also our customers that visit factories, together with us, are impressed to see the factories and their equipment as well as utilities. There is a positive attitude and everybody is working on continuously improving conditions. The final follow up for all action plans and audits remains the responsibility of P.Delporte and R.Kwaspen.

Labour conditions are important as stated by senior management and directors of Van Puijenbroek Textiel. In 2015 we visited with all colleagues from The Netherlands (100) our factories in Tunisia and Macedonia.

1. Sourcing strategy

1.1. Sourcing strategy & pricing

We work with a weekly planning. We plan our CMT jobs to our factories on a weekly base, as described under 'production cycle'. It is therefore that we do not use quotations per article but we can rely on a partnership based on calculated SAM times per item. The pricing of these SAM times are discussed annually as well as the capacity needed per quarter.

1.2. Organisation of the sourcing department

For the production of our own articles, we have a central planning department, which coordinates all production movements. Due to the long term relationships with our manufacturers we do not only provide CMT goods but also knowledge transfers. Our production sites are logistically controlled by this central planning department and on site controlled by our own people that are living abroad.

1.3. Production cycle

On a weekly base we provide CMT orders through our MRP system. These orders are divided over our production sites according to the agreed capacity. Our lead-time in production depends on the production site and can vary from 3 till 6 weeks.

1.4. Supplier relations

Selection of new factories is rare although we did in 2015. We have (as described in our workplan) 6 factories that are producing almost all of our articles. Only if our production volume exceeds the regular capacity we make use of some other factories. In 2015 we needed to expand. We terminated our relation with 1 factory in 2015.

1.5. Integration monitoring activities and sourcing decisions

Since we visit the production sites on a daily and /or weekly base we have a continuous monitoring system (our presence). Nevertheless, our international coordinators make reports based on the outcome of previous audits. We do not use a preference system for the CMT orders and the activities are not affecting our strategy. We have partnerships with most suppliers/ manufacturers for over 20 and 40 years.

2. Coherent system for monitoring and remediation

2.1. Tunisia

In Tunisia we have worked in 2015 with several factories as described in the register of suppliers. We sold our own factory in 2015. Due to the changed circumstances in Tunisia it was not possible anymore to travel several times per week to El Kef , the location where this factory is situated.

The outcome from audits are described as action points and shared through our mini platform. We visit the factories on a frequent base (several times a week). The progress of the action plans is discussed by P.Delporte and by R.Kwaspen.

There have been no complaints to us, nor direct to the FWF. Due to the difficult political situation in Tunisia we noticed the workers are uncertain about the future and their work. We discussed this (a lot) with management of the factories and we keep it in mind during our visits and follow up of the action plans.

2.2. Macedonia

We have worked with 5 factories in Macedonia in 2015. 1 Factory is fully owned and the other are well known. Our relation with 2 of these factories is now more than 40 years. The factories are visited several times a week by our own people.

P.Delporte and R.Kwaspen visit these factories about 3-4 times a year for the follow up of the action plans.

There have been no complaints to us, we do not know if the FWF has received any from the workers of these factories.

2.3. External production

In 2015 we resend questionnaires to companies we buy articles from. These so called buying goods are registered in the suppliers database.

3. Complaints handling

We did not receive any complaints last year. It is difficult to agree with the factories to set up grievance boxes as suggested by FWF. The factories dislike these ideas because it is very strange to them They do not even use idea boxes so why to promote complaints. It is outdated according to them.

FWF issued in 2014 print files which can be used to print worker cards. We printed these for all factories and all workers (!). Off course in their languages. These cards were distributed and still present and available in all factories.

In case of any complaint is it impossible that workers don't know what to do.

4. Training and capacity building

4.1. Activities to inform staff members

Besides the responsible and appointed people there are no other people that need to be trained in order to understand the code of conduct.

To inform all colleagues about the actual status of our plans we use our internal magazine "de Brug" and our intranet. On our intranet, colleagues can read all previous audit reports, system audits, social plans and work plans. ISO system is added and we joined round table discussions in Macedonia.

4.2. Activities to inform agents

N.a.

4.3. Activities to inform manufacturers and workers

Workers cards are given to the factories and the workers. Visits during the year have been taken place and were registered.

5. Information management

During each visit we have meetings with the management and staff. We visit each company several times a week! Besides the worker cards and our information method, we did not perform extra activities.



6. Transparency & communication

Van Puijenbroek Textiel uses their websites to inform our clients and other people that are interested. Visualization of our membership to the FWF can be found on our catalog, some hangtags, website, company paper, etc. On the FWF website our annual reports are published.

7. Stakeholder Engagement

There have been no key topics/concerns raised through any stakeholder.

8. Corporate Social Responsibility

Van Puijenbroek Textiel is working on many fields of its corporate social responsibility. Not only we work with the FWF for our production sites in Tunisia and Macedonia, we also have our CSR policy at our headquarters in Goirle. As described in our workplan we keep moving forward in CSR activities.