

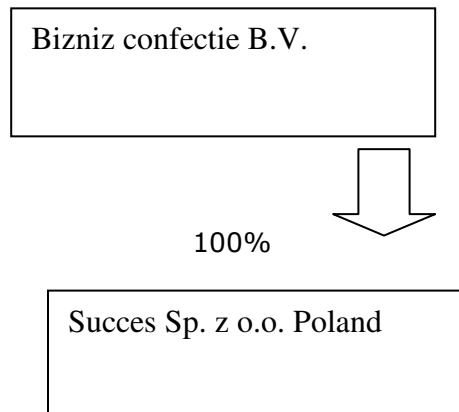


[www.bizniz.nl](http://www.bizniz.nl)

Start date membership

April 2011

Organisational chart



**Bookkeeping = 2 persons**

**Sourcing for fabrics/accessories = 1 person**

**Styling = 2 persons**

**Sampling = 4 persons**

**Cadcam = 5 persons**

**Order registration/back office = 2 persons**

**Production = 2 persons**

**Logistics=2 persons**

**Administration = 2 persons.**

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## 1. Summary: goals & achievements 2011

We became a member of FWF in April 2011. We have informed all our co-operators about this fact and to all of them the letters were sent together with Code of Labour Practices statements.

## 2.Sourcing strategy

### *2.1Sourcing strategy & pricing*

Our sourcing criteria's are: size, equipment, quality, experience, general opinion on the market, organisation and hygiene at the factories. Sourcing strategy strictly focus on suppliers who meet the standards described in Code of Labour Practices. The final evaluation takes place after 2 months time try-out period.

### *2.2Organisation of the sourcing department*

We don't have sourcing department organized. All tasks and responsibilities are shared between Hans Thoonen – director and Agnieszka Cholocinska – manager for Poland.

### *2.3Production cycle*

We design and produce only upon the order base. We develop continuously new styles based on information collected by shopping and visiting fashion exhibitions and upon client's requests. For each single order we organize buying of fabrics, accessories. Production cycle takes about 3 months time for each order. Our subcontractors are informed about detailed work plan covering 6-8 weeks ahead.

### *2.4Selection of new factories*

All criteria used by sourcing are the same for selecting a factory for a certain kind of production. Of course factories have to recognize and understand the mission of FWF and work on implementation of labour standards.

### *2.5Integration monitoring activities and sourcing decisions*

All outcomes of all monitoring activities will be of influence at our future sourcing strategy. However most of our production takes place in Poland considered to be a low risk country by FWF. Therefore no audits were carried out at our factories in Poland.

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

### ***3.1Country Tunisia***

In year 2011 we have placed about 20% of our global production in Tunisia. Regular visits were provided to Tunisian factories by Hans Thoonen – director 6 times during a whole year.

### ***3.2Country Moldova***

In year 2011 we have placed under 10% of our global production in Moldova. Regular visits were provided to Moldavian factories by Hans Thoonen – director 4 times during a whole year.

We have supported the local society in the area of the factories we co-operate with humanitarian help together with DORCAS NL.

### ***3.3 Country Poland***

In year 2011 we have placed close to 70% of our global production in Poland. Poland is considered as low risk country, so there is no need for audits. We are active in Poland for more then 20 years, so big part of our suppliers are long term co-operators of us. Together we create an environment of mutual trust, respecting each other way of working. Visits in Poland take place once per month – carried out by Agnieszka Cholocinska – manager for Poland and Hans Thoonen – director.

### ***3.4External production***

N/A

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

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

Staff will be informed about the mission of FWF, and Code of Labour Practices rules during regular meetings – these were scheduled in 2011 every 2 months at the head office in Holland.

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

N/A

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

Manufacturers and workers of them are informed by letter and by the meaning of filling up the questionnaires.

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

All our clients and suppliers we are working with are informed about the fact that Bizniz is a member of FWF. Our website is being under construction so therefore the display of this information is not possible yet.