



Discover the
**SUSTAINABLE
WORLD**
of Espresso

Fair Wear Foundation member since 2004
Reporting period: 1st January 2013 – 31st March 2014



eXPRESSO

www.expresso.nl

Expresso Fashion is a Dutch fashion brand with its own clear signature and distinctive, feminine style. Not surprising, because both the founder, as well as more than 70% of the Expresso team, are women. And who better than women know that fashion should make a woman look nicer.

Mission

We develop our collections to help women accentuate their strongest features, subtly camouflaging where necessary. In our collections the excellent cut is available from size 34 to 46 with the key words for each size being elegance, comfort, originality and individuality.

Vision

Regarding ethics and social responsibility, Expresso is very concerned about both people and the environment. This is also the reason that Expresso permanently supports the work of the Fair Wear Foundation. Yet, Expresso doesn't stop there. For the past years, a part of the collection have been produced from organic cotton and other environmentally-friendly materials. Plastic and paper is separated and plastic hangers are recycled. Read more about our vision at our website under 'vision'.

Collection

Expresso delivers 4 collections per year, based on different themes. Each theme has striking style items but also good basics and accompanying accessories. The contemporary designs emphasize femininity and character.

The team

From the Expresso Head Office in Diemen, a team of more than 70 employees work with enthusiasm on the design, development, production and delivery of collections for the Dutch, German and Belgian markets. Expresso has 23 of its own Expresso Stores and delivers to around 900 retailers within the Netherlands and abroad.



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I. SUMMARY: GOALS & ACHIEVEMENTS 2013

In terms of implementing the FWF Code of Labour Practices along our supply chain, we want to keep going the way we have with our current suppliers. We will retain regular contact and keep on providing feedback and suggestions for improvements using the existing CAPs. We will also continue to expect changes and improvements according to the CAPs in return. Also we will support and stimulate the different trainings and programs FWF is offering to the factories.

In sourcing new suppliers, we will continue to focus on parties that subscribe our values. We will audit both new and existing suppliers and try and streamline our internal processes better than before.

We audited different relatively new but important suppliers as described in chapter 3 in this report.

We supported different good causes, depending of what they needed: items of Espresso's collection or financially. You can read more about this in Chapter 8 of this report.

In Augustus 2013 Espresso has been taken-over by FNG, the Belgian Fashion House. We have a new CEO in our company, F.W.A. Helmstrijd. Our head office has been moved to Diemen, nearby Amsterdam. Espresso intends to continue the policy on sustainability in the same way we are used to do.

“ *The chain is only a closed circle when the brand takes its responsibility. Yes, the activities should be profitable for the continuity, yes those who invest should earn money, but all stakeholders should profit of its business in essence. Fair play means play it fair, with mutual respect for people and planet.* ”

F.W.A. Helmstrijd
CEO

2. SOURCING STRATEGY

2.1. Sourcing strategy & pricing

Espresso intends to give more sampling/ orders to suppliers that are actively cooperating in the follow up of the FWF norms.

The responsible persons for sourcing are Espresso's Sourcing manager in cooperation with the Production Manager CMT, the Production Manager RMG, the Sustainability Coordinator and the Stylists CMT. The CEO directs our sourcing policy.

The production managers and stylists mostly work with long term relations. When a new supplier is needed, they try to find the best suppliers in collaboration with the Sourcing Manager. They assess potential new suppliers and they use criteria like quality, lead-time, margin and compliance with the CSR standards equally.

One of our sourcing norms is that suppliers subscribe the code of conduct of Fair Wear Foundation and we expect an active cooperation with our FWF policy. The Sourcing-, or Production manager or Sustainability Coordinator asks the supplier for a company profile, the policy regarding labour conditions and previous audit reports.

Espresso informs suppliers about corporate social responsibility and tries to convince them of the need for an open approach towards the policy of Fair Wear Foundation. In case a supplier doesn't want to cooperate, we must end the relationship. New suppliers are included in the supplier register. The Sustainability Coordinator archives all new information for the supplier register. She keeps the production quantities in a file, which is updated several times per year.

Orders are given out to the supplier that made the samples. Price is not a primary means of comparison between suppliers; quality and workmanship are. It is important to Espresso to build and maintain long term and stable relationships with suppliers. We deliberately do not leave suppliers when they don't completely comply with FWF requirements; instead we strive for continuous development and improvement. We provide training and support to suppliers where needed.

Ca. 52 % of the total production of our 2013 collections is produced by our long term relationships^[1]. Our biggest supplier has produced Espresso clothes for 19 years, while our 2nd biggest supplier has produced our products for 15 years.

[1] Long term means the relation has been stable for at least 5 years.

2.2. Organisation of the sourcing department

The Styling department creates four collections per year. Espresso 's Styling department is divided in two: there is an RMG and a CMT design team.

Knitwear is mainly produced as Ready Made Garment (RMG) and the woven fabrics are mainly produced as Cut Make Trim (CMT).

The RMG Styling department chooses the suppliers for production in collaboration with the production manager RMG. The CMT Production department chooses the suppliers for the CMT production.

When we work through an agent, they have an active role in the sourcing and buying policy and in the monitoring and follow up of the FWF norms.

2.3. Production cycle

We have a very strict logistic planning. We deliver 4 collections in 14 -16 (sub-) deliveries in a year. The first delivery of a collection always has the shortest lead time and the last one the longest one. This allows for a comfortable production planning for our suppliers. Espresso has worked this way for many years and suppliers are generally satisfied with the lead times we provide.

The production department informs suppliers (both on the RMG and the CMT side) about the estimated quantities during the sales period. This provides them with more time to plan the production. As soon as the sales team has finished the sales of a season, the Production department places the orders. For time and efficiency reasons, this happens in that same week. The order is almost always placed at the supplier who made the samples.

If we need to we ask our supplier to ship the collection by air instead of by boat. This is obviously much faster and as a result we always meet our deadlines.

The working conditions in a factory play a role in the order planning. A supplier's active cooperation with the Corrective Action Plan leads to a steady relationship and more orders and vice versa. We choose the supplier based on their capabilities and we work with the same parties every season. We always try to spread orders to give every supplier their share of the production.

At Espresso there are two ways of production cycle:

The RMG collection is produced by suppliers in Greece/Bulgaria, Turkey, China, Italy and India. The lead time for CMT is around three months.

The lead time for RMG is relatively long (and much longer than the period for CMT) because the supplier has to arrange the yarns/fabrics, patterns and trimmings, which takes time. Also, a part of the RMG collection is produced in the Far East, which results in long shipping times.

The Cut Make Trim collection was in 2012 made by suppliers in Tunisia, Turkey and Macedonia. The lead time for CMT varies between 6 and 16 weeks.

Lead times vary depending on the delivery of the collection and on the production country (relating to shipping times). The fabrics, patterns and the trimmings are arranged by the production department at Espresso. This complete package is then sent to the supplier.

2.4. Supplier relations

Selection of new factories | As stated before, we highly value our long-term relationships. We always prefer to work with these parties with whom we have established a good relationship. However, sometimes it is necessary to look for a new supplier. In that case, the Production managers search for the best suppliers in collaboration with the CEO. The production managers assess potential new suppliers using criteria such as margin, quality, lead-time and compliance with the FWF standards.

Espresso only sources for new suppliers occasionally. One of our sourcing norms is that suppliers subscribe the code of conduct of Fair Wear Foundation and we expect an active cooperation with our FWF policy. The Sustainability Coordinator asks the supplier to fill out a questionnaire with a company profile, the policy regarding labour conditions and possible audit reports. Espresso informs suppliers about corporate social responsibility and tries to convince them of the need for an open approach towards the policy of Fair Wear Foundation. In case a supplier doesn't want to cooperate, we must end the relationship.

New suppliers are included in the supplier register. The Sustainability Coordinator archives all new information in the supplier register. The Production Managers keep track of the production quantities in a file which is updated 4 times per year. sent to the supplier.

2.5. Integration monitoring activities and sourcing decisions

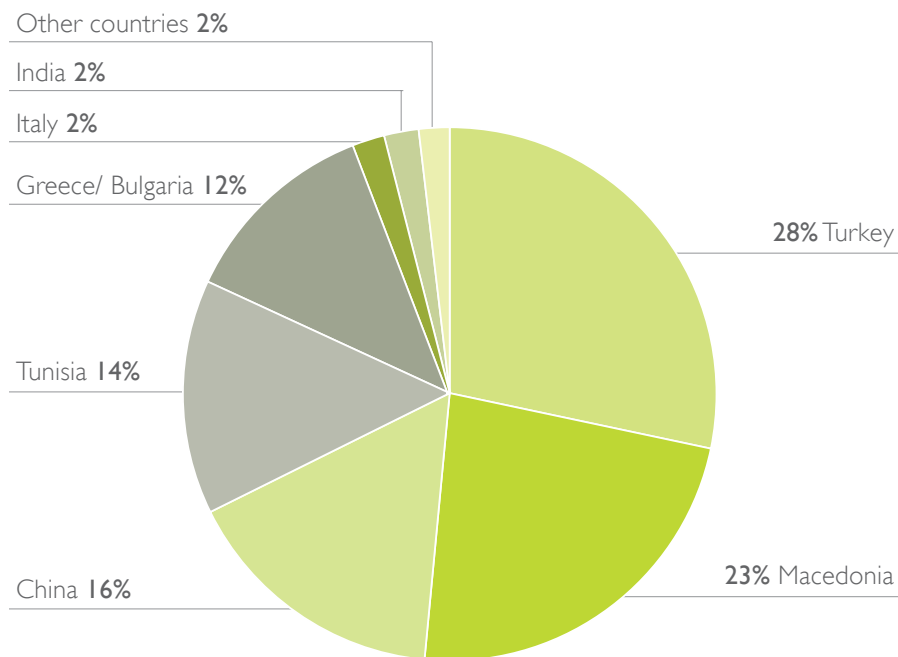
We mainly work with long-term suppliers and we try to reward them where possible. This however is never merely due to a supplier's performance on labour conditions, since quality and capacity to take on orders are very important criteria as well.



3. COHERENT SYSTEM FOR MONITORING AND REMEDIATION

We will report about suppliers with an order quantity over 2% of the total production FOB amount of Espresso Fashion. Before, Espresso calculated the percentage of a supplier in amount of pieces. Now FWF has required calculating the percentage according to the financial relation with the supplier, FOB amount. We have no external production. We are in direct contact with our suppliers and in some cases our agents.

Overview per country:



3.1 Greece/ Bulgaria

Supplier A

- 12 % of total production for Espresso Fashion in 2013
- Working with Espresso since 1998
- In total 5 suppliers are producing for the Greek supplier; all production locations are in Bulgaria
- New suppliers filled out the questionnaire and posted the FWF CoLP
- The head office in Greece was visited in 2013 by Production Manager and Stylist
- The situation in all factories is similar; all companies are family owned and have between 9 and 15 employed workers

Common findings

The subcontractors all worked on the open point of the Corrective Action Plan, especially by improving setting up and improvement of administration.

During the audit in 2012 the workers said to be generally happy about working in the small 'family-like' factories. However, wages still need to be improved in all factories to achieve living wage standards. As the production locations are subcontractors of our suppliers, it is very difficult to have the discussion about wages with these suppliers. However we still want to see what can be done to improve this important topic.

Subcontractor A.1

Improved in 2013: This supplier was audited in 2012 and since then worked on the CAP. In 2013 the most important improvement was by setting up a sickness register so that this could be registered.

Need to be improved: Payment of a living wage: Unofficial payroll is kept for working hours and overtime. Overtime payment is paid at a rate that is less than the legally prescribed premium.

Subcontractor A.2

This subcontractor stopped cooperating with the main supplier because their cooperation and communication was not as good as before.

Subcontractor A.3

Improved in 2013: This supplier was audited in 2012 and after that worked on the CAP. In 2013 they organised an evacuation drill to make sure the workers know what to do when an evacuation is needed.

Subcontractor A.4

Improved in 2013: This supplier was audited in 2012 and since then worked on the CAP. In 2013 the most important improvement was by setting up an accident and sickness register so that this could be registered and that we know that they keep this information for registration.

Subcontractor A.5

This supplier is new since 2013. They were not audited yet however we plan to audit this supplier next time when other subcontractors will be audited.

3.2 Turkey

Supplier B

- 5 % of total production for Espresso Fashion in 2013
- Working with Espresso since 2005
- This supplier was audited in February 2012 and had a verification audit in December that year; he continued working on CAP in 2013.
- Since last year, we cooperate with a (new) FWF member in resolving corrective actions at this supplier.

Improved in 2013: Freedom of association and the right to collective bargaining: There is now a written Freedom of Association procedure posted in the factory. Payment of a Living Wage: The supplier is now implementing the general procedure in the manufacturing sector to have a good registration of overtime hours so the correct wage can be calculated. They also started to distribute the pay slips now. Safe and healthy working environment: Material Safety Data Sheet of the chemicals being used in the spot removing area have been posted. H&S training to employees is provided on January 2013 and all workers received personal certificates. The health reports are now being taken in starting of employment.

Needs to be improved: Safe and healthy working environment: Fire evacuation drills should be conducted and fire-fighting training should be provided; the supplier is working on this in 2014. Also there should be a worker with first-aid certification; they are working on this however it is not done yet.

Needs to be discussed: Payment of a living wage: Wages should be calculated according Turkish Law.

Subcontractor B.1

This subcontractor is a fixed sewing subcontractor for the supplier for Espresso. They have filled out the questionnaire and posted the Fair Wear Foundation Code of Labour Practices in the sewing facility.

Subcontractor B.2

This subcontractor is a fixed packaging subcontractor for the supplier for Espresso. They have filled out the questionnaire and posted the Fair Wear Foundation Code of Labour Practices in the packaging facility.

Supplier C

Factory also had an audit from Intertek, based on Sedex in January 2014. There were different issues from this audit, especially on Health & Safety. We did not encourage this supplier to perform an audit from another organisation, however it is a good example showing the complexity of having different social (auditing) organisation. Different customers requiring different systems.

- 9% of total production for Espresso Fashion in 2013
- Working with Espresso since 2007
- The supplier had an (baseline) audit in February 2012 and a verification audit in beginning of 2013

Improved in 2013: *Safe and healthy working environment:* Factory received a “business license” taken from Ministry of Labour. And a Health & Safety training has been provided to all workers in October 2013.

Communication and consultation: Factory has a record of election of worker representatives. The worker representative meeting records shall be kept for next year.

Needs to be improved: *Payment of a living wage:* Factory shall ensure that all documents shall match and provide the true set of records to auditor for review

Needs to be discussed: *Payment of a living wage:* Espresso and supplier should discuss Living Wage with supplier. Factory shall ensure that all payment record documents shall match and provide the true set of records to auditor for review.

Reasonable hours of work: Daily working hours (regular + overtime) shall not exceed 11 hours.

Legally binding employment relationship: All the employees shall be registered to Social Security. Social Security Administration shall be informed about the actual gross wages of the employees. Factory shall provide annual leave for all workers as required by law.

Subcontractor C.1

Improved in 2013: *Safe and healthy working environment:* Since the factory has moved to another building, the situation of the audit is much different from the current situation. This is a big improvement.

Payment of a living wage: The factory is now keeping payment records of all workers properly

Legally binding employment relationship: The factory does keep a personal file for each employee. All employees do have a contract now.

Needs to be discussed & improved: *No exploitation of child labour:* Young workers shall work maximum 8 hours per day and 40 hours per week. They shall not work overtime. The factory should work according to the Turkish Labour Law.

Reasonable hours of work: Facility shall ensure that regular working week is not more than 45 hours. The daily working hours shall not exceed 11 hours according to the Turkish Labour Law.

Legally binding employment relationship: Factory shall provide annual leave for all workers as required by law.

Subcontractor C.2

This subcontractor is working for Espresso since end of 2013. This supplier filled out the questionnaire and posted the Fair Wear Foundation Code of Labour Practices.

Subcontractor C.3

This subcontractor is working for Espresso since end of 2013, they filled out the questionnaire and posted the Fair Wear Foundation Code of Labour Practices.

Subcontractor stopped

Unfortunately one subcontractor (last year sub 2) stopped production for Espresso because they decided to focus on domestic market, that means they only produce for the local market at the moment.

Supplier D

- 2 % of total production for Espresso Fashion in 2013
- The supplier is working for Espresso since 2011
- The supplier was audited end of 2013 by Intertek for BSCI, we will track the improvements regarding their CAP.

Supplier E

- 8 % of total production for Espresso Fashion in 2013
- Working with Espresso since 2011
- The production location has been visited by the Sourcing Manager several times a year to check production quality. In mean time he also discussed with the supplier on the CAP.
- This supplier has been audited in August 2013. Espresso's sustainability coordinator was present at the audit.

Positive points from the audit: The supplier has a medical room. Twice a week a doctor has his consulting hour.

Improved in 2013: *Communication:* The worker information sheet is now posted in the canteen of the factory and all workers are informed during a canteen meeting about the CoLP. Also a separate file is in place for juvenile workers.

Health & Safety: All ambient measurements are conducted in 2013 including thermal comfort, noise, lighting and dust. Espresso received reports beginning of 2014.

Needs to be improved: *Communication:* the management shall make up grievance procedures and declare it to the employees. The records of grievances shall be kept in site.

The factory shall encourage workers for a new election of worker representatives from different production departments and provide effective representation of workers in the factory management system.

Health & Safety: Different issues on this topics should be improved; exit routes marking, chemical storage and ventilation of the area, installing of machinery protectors. Employees should be trained about importance of machinery protectors.

Needs to be discussed: Legally binding employment relationship: All the employees shall be registered to Social Security Administration.

Supplier F

- 2% of total production for Espresso in 2013
- This supplier is new for Espresso since 2012
- They have filled in the questionnaire before starting production.
- They had a BSCI audit in 2013

The most important is that they have an own Social Responsibility Policy. They have showed us the posted Code of Labour Practices in their facility.

3.3 Tunisia

Supplier G

- 13% of total production for Espresso Fashion in 2013
- Working with Espresso since 1994
- Complain in January 2013, see chapter 4 for details.
- The production location has been visited by Espresso's Sourcing Manager several times.

Improved in 2013: *Payment of a living wage:* the management has paid the Collective Bargaining Agreement annual increase in April and August. The workers are now classified on the level wage corresponding to their position.

Also the hourly rate of wages is now matching to the Collective Bargaining Agreement level.

Safe and healthy working environment: The company did make into first aid training to implement procedure dealing with first aid. The stain remover is now kept in an indicated container.

Needs to be improved: *Communication and consultation:* The workers information sheet is posted in the factory, however management should make the workers more aware of the existence of the Code. Also a written grievance and complaining procedure should be implemented and the decisions of the committee should be posted in the factory

Management system of factory to improve working conditions: The factory should establish a program to improve general working conditions Freedom of association and the right to collective bargaining; the Collective Bargaining agreement should be posted

No excessive working hours: the company should count the overtime on a weekly basis as required by the law.

Safe and healthy working environment: The personal protective equipment (PPE) is in place, however workers refuse to use it.

3.4 Macedonia

Supplier H

- 9% of total production for Espresso Fashion in 2013
- Working with Espresso since 2011
- The production location has been visited by the Sourcing Manager and Production assistant several times for quality check, inspections and pricing
- The improvements on CAP are being monitored in cooperation with another FWF affiliate.

Improved in 2013: *Communication and consultation:* Proper Code of Conduct, translated into Macedonian with right FWF contact person to be delivered to the factory management and posted on wall-paper. Also the FWF Code of Conduct is introduced to the employees.

Safe and healthy working environment The supplier: provided ear plugs for the employees to reduce noise and made proper distance from the walls in order to access remote parts of the storage area in case of extinguishing fire. Also electrical wiring, with emphasize of the basement is re-done properly and according to the wiring standards. Also instructed employees wear protective gloves.

Needs to be improved: Freedom of association and the right to collective bargaining: Introduce to the employees rights and obligations arising from the collective bargaining.

Safe and healthy working environment: The installing of the fire detection system in order to mitigate fire risks in the company should be checked if this is done (properly).

Needs to be discussed: *Sourcing practice:* FWF recommended that Espresso together with the factory management to work on annual production plan.

Payment of a living wage: To discuss with the buyers how to make a stepwise approach towards living wage. Improvements can be, beside salary increase or bonuses, also with offering benefits to the employees (nourishments, kindergarten support, etc)



Supplier I

- 10% of total production for Espresso Fashion in 2013
- Working with Espresso since 2011
- The production location has been visited by the Sourcing Manager and production inspection several times for quality check, inspections and pricing. The sourcing manager also performed the FWF Health & Safety Check.
- Fair Wear Foundation started a Productivity Assessment and this supplier is attending the programme. This started in 2013 and is now continued and connected to Living Wage.

Supplier J

- 4% of total production for Espresso Fashion in 2013
- Working with Espresso since 2012
- The production location has been visited by the Sourcing Manager several times for quality check, inspections and pricing. The sourcing manager also performed the FWF Health & Safety Check.

3.5 China

Supplier K

- 5% of total production for Espresso Fashion in 2013
- Working with Espresso since 2000
- The supplier worked on a Cleaner production programme from 2011 until 2013. They have implemented a working plan on water recycling, bio mass for steaming clothes.

Improved in 2013: *Communication and Consultation:* The responsible for the CSR program informed all subcontractors about the Code of Labour Practice (CoLP) and the worker information sheets are now posted there.

Living Wage: This topic was not on the improvement list for 2013, however the Dongguan Labor Department has raised the wages again and the supplier has no other choice to follow all requirements. This has a positive effect on reaching the living wage level as Fair Wear Foundation recommend. It can be a good topic to be checked with next audit (planned for end 2014).

Needs to be improved: *Freedom of association and collective bargaining:* Espresso has informed the supplier management about the need in providing information to workers about their right to freedom of association, however this requirement needs to be followed up. It is most difficult yet. They are not used to democracy. There is a men representing the workers. He is working at the factory for more than 10 years and now has an extra responsibility. He empties once a week the grievance box. He is not democratically chosen, this could be a point of improvement and to be discussed in the next audit.

Also the supplier should arrange the workers to form an Independent union or worker committee and the right of all workers to join. It is not possible to do it right now but it is an point of improvement.

Reasonable hours of work: Several reasons contribute to the need for overtime, they have been discussed and in the follow up, this has to be continued.

Supplier L

- 6% of total production for Espresso Fashion in 2013
- This supplier is producing for us since 2008.
- The follow-up of the CAPs is a joint effort by different FWF members together:

Improved in 2013: *Reasonable hours of work:* In order to follow up action topic on working hours, we continued the dialogue regarding the planning for a better production.

Continued improvements: *Reasonable hours of work:* The factory should maintain its weekly working hours to be according required FWF Code of Labour Practices and at least according the Labour Law of the People's Republic of China.

Safe and healthy working environment: The factory should build up an ergonomic program and provide information on proper working positions.

Legally binding employment relationship:

Supplier M

- 5% of total production for Espresso Fashion in 2013
- This supplier is producing for us since 2011
- The supplier had a FWF audit in November 2013
- No areas for improvement were found concerning forced labour, child labour or discrimination in employment.

Improvements in 2013: The supplier made improvements within 3 months after the FWF audit: Management system of factory to improve working conditions: the supplier informed their subcontractors about the code of Labour Practices. Communication and consultation: the supplier have trained their workers on the code elements to raise workers awareness. Also the factory set up a suggestion & complaints box. One of the suggestions was to improve the food quality, the management listened to that and improved it.

Reasonable hours of work: The factory installed a time register system.

Needs to be improved: Legally binding employment relationship: Not all workers are covered by social security system.

Health and safety conditions: the factory is recommended to build up an ergonomic program, provide chairs with back support to the workers who have to sit for long periods of time.

Excessive overtime is found: the weekly working hours are more than 60 hours. Management indicates this especially occurs in peak season and in case of tight delivery. Espresso and the supplier has to be discussed in follow up.

Payment of a living wage: There are a number of issues regarding wages which have to be discussed for the follow up.

3.6 Italy

Supplier N

- 2% of total production for Espresso Fashion in 2013
- This supplier is producing for us since 2013

The production manager visited this the main location of this supplier. This supplier is working with two subcontractors; very small family owned production locations. The producer is visiting Espresso's head office twice a year to show their collection. Italy is a low risk country for FWF, however we are aware of the situation with Chinese immigrants working in Italy. Therefore we asked to fill out the questionnaire per location and post the FWF CoLP.



4. COMPLAINTS PROCEDURE

The Sustainability Coordinator is responsible for dealing with complaints. The complaint is discussed with FWF and internally with the relevant Production Manager. Then the supplier themselves are contacted. Regarding the outcome of this talk and using the feedback from FWF, it is decided which steps, if any, need to be taken.

From January 2013 until March 2014, Espresso received one complaint from our factories. This was in January 2013 and was from a worker at our supplier in Tunisia. We are working with this supplier for 19 years now so we contacted directly the supplier after receiving this complaint from FWF. The complaint related to the labour standard 'Payment of a Living Wage'. The conclusion of the investigation of this complaint was that the communication regarding change of payment was not very clear. Our sourcing manager discussed with the factory manager and factory manager discussed with FWF complaints handler. There was no direct connection between this complaint and Espresso's activities.

All information regarding this complaint is published on FairWear Foundation website.



5. TRAINING AND CAPACITY BUILDING

5.1. Activities to inform staff members

Shops Staff: new shop staff is being trained on different topics. Including sustainability and especially activities for FWF. Our shop staff is representing Espresso to the end consumers, therefore we find it very important that they are well- informed about our activities. There has been an update of our sustainability brochure which is sent to all shops.

Head office: Espresso's sustainability coordinator is working at production- and marketing department therefore she can easily discuss with different teams. Information, especially regarding questions from media after the Bangladesh Rana Plaza tragedy, was sent to all head office' staff.

New employees at head office who are working with suppliers do have an introduction meeting on FWF activities with sustainability coordinator.

At Espresso we do have a quite stable production- and styling team therefore people know about FWF and the activities for the membership. In addition we do have regular meetings to discuss how we want to implement

5.2. Activities to inform agents

Our agent in Turkey is working for us since many years and she visits our suppliers on a weekly base, she also attends audits and trainings.

We are working with one Dutch trading company. They are involved in the follow up of the corrective action plan of the supplier.

5.3. Activities to inform manufacturers and workers

We have informed all our new suppliers to post the FWF Code of Labour Practices (the worker information sheet) at all production locations. We asked them to inform their workers. During the audits, FWF will check during the worker interviews if the workers are aware of the CoLP.

6. TRANSPARENCY & COMMUNICATION

Expresso values sustainability highly because we want to grow our business and create beautiful products, but only with respect for people and the environment. We are certainly transparent about our sustainability efforts, but we communicate about this very carefully. We communicate to both consumers and the press.

We recognize the need for increased transparency as a result from the growing consumer desire to know which brands are more sustainable than others. Therefore we are slowly communicating more about our sustainability policy, which obviously includes our FWF membership of which we are very proud.

Our main communication platforms are our website, our magazine, social media and the sustainability brochure.

Fair Wear Foundation

Our Annual Report is published on our own website as well as the Fair Wear Foundation website. The results of our Brand Performance Check are also posted on there.

Website and email

We considerably changed the sustainability information on our website in 2011 (expresso.nl/duurzaamheid) and we keep this up to date. We also set up an email address specifically for sustainability related inquiries (mvo@expressofashion.com). The Sustainability Coordinator will respond to these emails from customers and other parties. The Fair Wear Foundation is featured at the bottom of every page.

Social Media

We continued to post updates on our social media pages (Facebook, Twitter and Youtube) about sustainable activities to inform our readers and to try to engage them. Since beginning of 2014 there is also a blog on the Expresso website. Sustainability with the focus on the social aspect is one of the topics.

Happinez Festival

We attended the Happinez Festival in August 2013. There was a pop up Espresso shop. One person from Fair Wear together with the Sustainability Coordinator informed our consumers. Regarding the work of Fair Wear and also about sustainability in general with a link to the work of Espresso. It was really interesting to see and hear that some consumers are well informed and enthusiastic to hear more about the topic and others less. It was really great that FWF was joining us at this event!

Espresso Magazine

Every edition of our Espresso magazine (which comes out four times a year) has a page with information regarding one sustainability theme.

From the Spring 2013 we had a column written by Marieke Eyskoot, she wrote the book: Talking dress. She told about her daily life working in sustainability and fashion. There is a Talking Dress App where consumers can also find stores with conscious fashion. Espresso is included in this app.

Since Spring 2014 the column is written by Lynsey Dubbeld, she is the author of the book: Mode voor Morgen.

GoedeWaar.nl and Rank a Brand

These two organisations rank and score brands in order to inform consumers about the sustainability of brands. On both of these websites (and apps) Espresso is listed.

7. STAKEHOLDER ENGAGEMENT

Stakeholders in the Netherlands:

Working groups of "Plan van Aanpak"

Expresso joins three working groups in the Action Plan of the Dutch textile and apparel industry. The different topics are: Purchasing Practices & Due diligence, Circular Economy and Communication.

The kick-off of the working groups was in March 2014. The working groups are gathering every 3 months.

The working group Communication is in combination with the research "consumer behaviour on sustainable fashion purchasing" of the Dutch Ministry of infrastructure and environment together with GfK. Expresso joined this research in 2013 in order to find out more about the best way to communicate about sustainability to their consumers.

8. CORPORATE SOCIAL RESPONSIBILITY

Expresso developed different sustainability projects and activities. They include partnerships with good causes, donations of clothing, making our overall office/business more sustainable, the use of sustainable fabrics and more.

Good Causes

Clothing to several good causes

Just like many years prior, we have donated numerous items of Expresso clothing to good causes. In 2013 we supported Dress for Succes, Voedselbank, Hoop voor Morgen and Zending over Grensen with ca. 2000 products per year.

1% Club

We started a collaboration with 1% Club in 2011. We continued giving a donation on a monthly basis to 1% Club, choosing each month another projects. We intend to choose projects that help build women's self-reliance.

In September 2013 Expresso stopped this cooperation because we are going to focus more on local projects in the Netherlands. In 2014 we will choose other projects that fits into Expresso's vision.

Stichting AAP

We continue to collect our empty cartridges to benefit Stichting AAP. Also we continued the donation of the air miles that we acquire by buying our lunch to this foundation as well. This sanctuary for exotic animals receives money for the cartridges and air miles, which pays for much of the costs to care for the animals.

Want to find out more about our Corporate Social Responsibility policy?

At Espresso, we are committed to making our fashion collections even more sustainable. Do you have any comments or tips that might help us? Let us know by sending an email to mvo@expressofashion.com

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