

Van Puijenbroek Textiel

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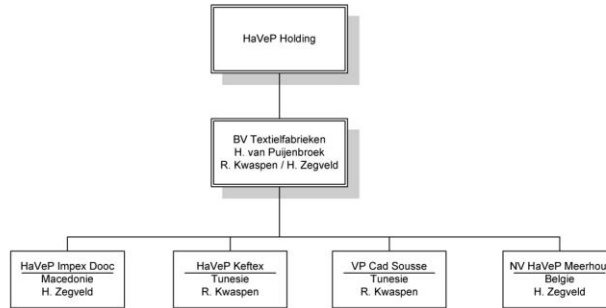
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Start date membership

2004

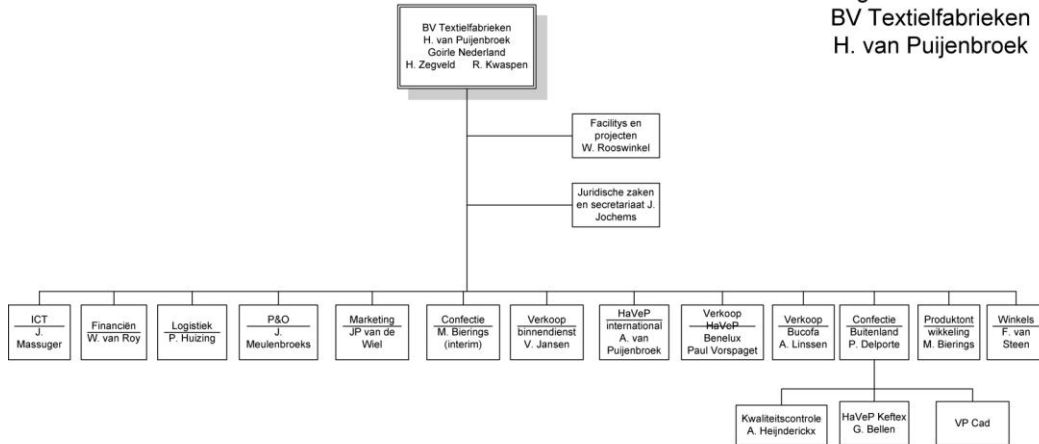
Organisational chart

Juridisch
Organisatieschema
HaVeP



| | |
|--|----------|
| Juridisch organisatieschema HaVeP Holding | |
| | 1-1-2010 |

Operatoneel
Organisatieschema
BV Textielfabrieken
H. van Puijenbroek



| | |
|---|----------|
| Operatoneel organisatieschema BV Textielfabrieken H. van Puijenbroek | |
| | 1-1-2010 |

Responsibilities:

| | |
|---|---------------------------------------|
| Policy formulation & work plan | R.Kwaspen, director |
| Sourcing policy | H.Zegveld, director |
| | R.Kwaspen |
| Monitoring & execution of corrective action plans | P.Delporte, international coordinator |
| | R.Kwaspen |
| Complaints procedure | P.Delporte |
| Training & capacity building | P.Delporte |
| External communication | J.P. v.d. Wiel, marketing manager |
| Factories register & information management | P.Delporte |
| | R.Kwaspen |
| Evaluation & social report | R.Kwaspen |

Contents

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|--|--|
| Contents | 4 |
| 1 Summary: goals & achievements 2011 | 5 |
| 2 Sourcing strategy | 5 |
| 2.1 Sourcing strategy & pricing | 5 |
| 2.2 Organisation of the sourcing department | 5 |
| 2.3 Production cycle | 6 |
| 2.4 Selection of new factories | 6 |
| 2.5 Integration monitoring activities and sourcing decisions | 6 |
| 3 Coherent system for monitoring and remediation | 6 |
| 3.1 Countries | 6 |
| 3.2 External production | Fout! Bladwijzer niet gedefinieerd. |
| 4 Training and capacity building | 7 |
| 4.1 Activities to inform staff members | 7 |
| 4.2 Activities to inform agents | 7 |
| 4.3 Activities to inform manufacturers and workers | 7 |
| 5 Transparency & communication | 7 |

1. Summary: goals & achievements 2011

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 4 audits in 2011 in our factories and in December a MSA in Goirle. The continuation for improvement of transparency has been an point of action in 2011. In 2012 we must continue working on an information platform to make our plans and actions transparent.

We started in 2010 with an questionnaire 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 were poor in 2011 we made new efforts on this. These results are still not satisfying and need improvement in 2012.

2. Sourcing strategy

2.1. Sourcing strategy & pricing

In our branch we have the possibility to 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.

2.2. Organisation of the sourcing department

We only use the definition of sourcing when we buy ready-made articles. This is not our core activity. 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.

2.3. Production cycle

On a weekly base we provide CMT orders through our MRP system. These orders are divided over 4 regular 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.

2.4. Selection of new factories

Selection of new factories is rare. 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. These factories have been selected before and are a part of our annual manufacturers register. In 2011 we increased volume from 4 to 6 factories. We also started new selections and made orders in approximately 10 factories; 2 of them are not qualified to become preferred producers for 2012.

2.5. 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 coordinator makes reports based on the outcome of previous audits. We do not use a preference system for the CMT orders.

3. Coherent system for monitoring and remediation

3.1. Tunisia and Macedonia

We have a system in which all outcomes from previous audits are described and we match these activities with our monitoring reports. Although it was one of our goals, the system has only slightly improved in 2011.

Besides our own system FWF keeps a record on its website of all actions per country. Please visit: <http://fairwear.org/>

3.2. External production

We do not have any monitoring activities for external production.

4. Training and capacity building

4.1. Activities to inform staff members

Besides the responsible people as mentioned in the responsibility scheme there are no other people that need to be trained in order to understand the code of conduct. No extra activities are organised in 2011. A meeting is planned in February 2012 to re-inform our people about the FWF and our mutual activities in the factories.

To inform all colleagues about the actual status of our plans we use our internal magazine “de Brug” and our intranet. In 2011 we had 4 audits to publish. On our intranet, colleagues can read all previous audit reports, system audits, social plans and work plans.

4.2. Activities to inform agents

n.a.

4.3. Activities to inform manufacturers and workers

Other activities to inform or train the factories in 2011 have not been performed. Due to an increase of production volume, we made use of more factories in Tunisia and Macedonia. For 2012 activities have been planned to audit these factories. Should this give any reason to start training activities, then we will perform these.

5. Transparency & communication

Van Puijenbroek Textiel uses their websites to inform 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.