

Van Puijenbroek Textiel

Dutch textile solutions since 1865

www.vptex.com



www.havep.com



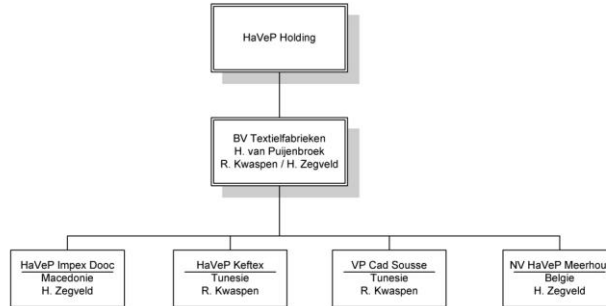
www.bucofa.com

Start date membership

2004

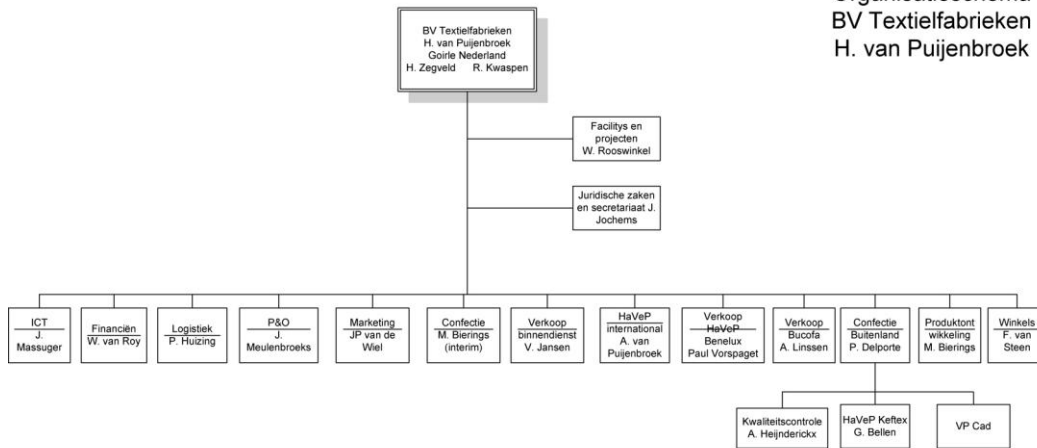
Organisational chart

Juridisch
Organisatieschema
HaVeP



**Juridisch organisatieschema
HaVeP Holding**
1-1-2010

Operatoneel
Organisatieschema
BV Textiefabrieken
H. van Puijenbroek



**Operatoneel organisatieschema
BV Textiefabrieken H. van Puijenbroek**
1-1-2010

Responsibilities:

Social report 2010

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

Contents	4
1 Summary: goals & achievements 2010	5
2 Sourcing strategy.....	5
2.1Sourcing strategy & pricing.....	5
2.2Organisation of the sourcing department	5
2.3Production cycle.....	6
2.4Selection of new factories	6
2.5Integration monitoring activities and sourcing decisions	6
3 Coherent system for monitoring and remediation	6
3.1Countries	6
3.2External production	Fout! Bladwijzer niet gedefinieerd.
4 Training and capacity building.....	7
4.1Activities to inform staff members.....	7
4.2Activities to inform agents	7
4.3Activities to inform manufacturers and workers	7
5 Transparency & communication.....	7

1. Summary: goals & achievements 2010

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 no system audits in our factories but there has been a MSA in Goirle. The continuation for improvement of transparency has been on a low profile in 2010. In 2011 we will 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 and need improvement in 2011.

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) 4 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.

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 not been improved in 2010.

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. We are working on a system for external suppliers. Should be ready in 2011.

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 2010.

To inform all colleagues about the actual status of our plans we use our internal magazine “de Brug” and our intranet. In 2010 we had no 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 2010 have not been performed. Due to an increase of production volume, we made use of more factories in Tunisia and Macedonia. For 2011 activities have been planned to inform these factories about the code of conduct and their part in it. 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.