



BRAND PERFORMANCE CHECK

Bizniz Confectie B.V.

PUBLICATION DATE: JUNE 2016

this report covers the evaluation period 01-10-2014 to 30-09-2015

ABOUT THE BRAND PERFORMANCE CHECK

Fair Wear Foundation believes that improving conditions for apparel factory workers requires change at many levels. Traditional efforts to improve conditions focus primarily on the factory. FWF, however, believes that the management decisions of clothing brands have an enormous influence for good or ill on factory conditions.

FWF's Brand Performance Check is a tool to evaluate and report on the activities of FWF's affiliate members. The Checks examine how affiliate management systems support FWF's Code of Labour Practices. They evaluate the parts of affiliate supply chains where clothing is assembled. This is the most labour intensive part of garment supply chains, and where brands can have the most influence over working conditions.

In most apparel supply chains, clothing brands do not own factories, and most factories work for many different brands. This means that in most cases FWF affiliates have influence, but not direct control, over working conditions. As a result, the Brand Performance Checks focus primarily on verifying the efforts of affiliates. Outcomes at the factory level are assessed via audits and complaint reports, however the complexity of the supply chains means that even the best efforts of FWF affiliates cannot guarantee results.

Even if outcomes at the factory level cannot be guaranteed, the importance of good management practices by affiliates cannot be understated. Even one concerned customer at a factory can have significant positive impacts on a range of issues like health and safety conditions or freedom of association. And if one customer at a factory can demonstrate that improvements are possible, other customers no longer have an excuse not to act. The development and sharing of these types of best practices has long been a core part of FWF's work.

The Brand Performance Check system is designed to accommodate the range of structures and strengths that different companies have, and reflects the different ways that brands can support better working conditions.

This report is based on interviews with affiliate employees who play important roles in the management of supply chains, and a variety of documentation sources, financial records, supplier data. The findings from the Brand Performance Check are summarized and published at www.fairwear.org. The online [Brand Performance Check Guide](#) provides more information about the indicators.

BRAND PERFORMANCE CHECK OVERVIEW

Bizniz Confectie B.V.

Evaluation Period: 01-10-2014 to 30-09-2015

AFFILIATE INFORMATION	
Headquarters:	Andelst, Netherlands
Member since:	01-05-2011
Product types:	Private label
Production in countries where FWF is active:	Tunisia
Production in other countries:	Poland
BASIC REQUIREMENTS	
Workplan and projected production location data for upcoming year have been submitted?	Yes
Actual production location data for evaluation period was submitted?	Yes
Membership fee has been paid?	Yes
All suppliers have been notified of FWF membership?	Yes
SCORING OVERVIEW	
% of own production under monitoring	100%
Benchmarking score	53
Category	Good

Summary:

Bizniz has shown insufficient progress in implementing FWFs management system requirements. With the audits conducted by FWF at the two factories in Tunisia, the company reaches a monitoring threshold of 100% which is above the required threshold of 90% for members who are in their third year of membership.

The company has strongly invested in stable business relationships for the past 20 years with its main suppliers in Poland, that produce almost exclusively for the company. This provides Bizniz a clear insight in to the production planning of the factories and allows the company to closely track all aspects of production.

However, the follow up of the audits of the two Tunisian suppliers remains insufficient. This is one of the main factors that led to a score that places Bizniz in the 'good' category this year, while the performance check last year placed Bizniz in 'leader'. FWF recommends Bizniz to put extra effort in remediation of structural issues, and use their high leverage to encourage the suppliers to take extra steps. Issues that need more attention are compliance with CBA agreements and the short term contracts that are used by the factories.

The company is invited to participate in the training events that FWF organizes for it's members.

PERFORMANCE CATEGORY OVERVIEW

Leader: This category is for affiliates who are doing exceptionally well, and are operating at an advanced level. Leaders show best practices in complex areas such as living wages and freedom of association.

Good: It is FWF's belief that affiliates who are making a serious effort to implement the Code of Labour Practices—the vast majority of FWF affiliates—are 'doing good' and deserve to be recognized as such. They are also doing more than the average clothing company, and have allowed their internal processes to be examined and publicly reported on by an independent NGO. The majority of affiliates will receive a 'Good' rating.

Needs Improvement: Affiliates are most likely to find themselves in this category when major unexpected problems have arisen, or if they are unable or unwilling to seriously work towards CoLP implementation. Affiliates may be in this category for one year only after which they should either move up to Good, or will be moved to suspended.

Suspended: Affiliates who either fail to meet one of the Basic Requirements, have had major internal changes which means membership must be put on hold for a maximum of one year, or have been in Needs Improvement for more than one year. Affiliates may remain in this category for one year maximum, after which termination proceedings will come into force.

Categories are calculated based on a combination of benchmarking score and the percentage of own production under monitoring. The specific requirements for each category are outlined in the Brand Performance Check Guide.

1. PURCHASING PRACTICES

PERFORMANCE INDICATORS	RESULT	RELEVANCE OF INDICATOR	DOCUMENTATION	SCORE	MAX	MIN
1.1 Percentage of production volume from suppliers where affiliate buys at least 10% of production capacity	99%	Affiliates with less than 10% of a factories' production capacity generally have limited influence on factory managers to make changes.	Supplier information provided by affiliate.	4	4	0

Comment: All suppliers but one produce at least 10% of their production capacity for Bizniz. Three of its suppliers produce exclusively for Bizniz. At the other factories the company buys on average 44% of the factories' production capacity. This enables the company to work effectively on improvements of working conditions.

1.2 Percentage of production volume from suppliers where a business relationship has existed for at least five years	77%	Stable business relationships support most aspects of the Code of Labour Practices, and give factories a reason to invest in improving working conditions.	Supplier information provided by affiliate.	4	4	0
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Comment: Bizniz maintains a long term business relationship of over 5 years with nearly all suppliers. The company has strongly invested in stable business and most business relationships exist for over 15 years.

1.3 All new suppliers are required to sign and return the Code of Labour Practices before first orders are placed.	No new suppliers	The CoLP is the foundation of all work between factories and brands, and the first step in developing a commitment to improvements.	Signed CoLPs are on file.	N/A	2	0
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1.4 Company conducts human rights due diligence at all new suppliers before placing orders.	No new suppliers	Due diligence helps to identify, prevent and mitigate potential human rights problems at new suppliers.	Documentation may include pre-audits, existing audits, other types of risk assessments.	N/A	4	0
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1.5 Supplier compliance with Code of Labour Practices is evaluated in a systematic manner.	Yes	A systemic approach is required to integrate social compliance into normal business processes, and supports good decisionmaking.	Documentation of systemic approach: rating systems, checklists, databases, etc.	1	2	0
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Recommendation: Bizniz is encouraged to develop an evaluation/grading system for suppliers where compliance with labour standards is a criterion for future order placement, and this is communicated to suppliers.

Comment: Bizniz suppliers in Poland are inspected by the labour inspection. Any non-compliance is immediately reported and known to Bizniz. When the suppliers implement a remediation, Bizniz acknowledges this and expresses their satisfaction. The company is not in the position to reward suppliers' compliance with extra orders. But, because the company sees their suppliers are committed to work towards the CoLP, Bizniz stays a constant customer.

1.6 The affiliate's production planning systems support reasonable working hours.	Strong, integrated systems in place.	Affiliate production planning systems can have a significant impact on the levels of excessive overtime at factories.	Documentation of robust planning systems.	4	4	0
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Comment: Bizniz' order placement provides sufficient space for suppliers to avoid excessive overtime. There is a system in place for sharing and updating order forecasts with suppliers to facilitate their planning and to provide access to internal planning. Production is planned between two and three months ahead in close cooperation with suppliers. And given that Bizniz buys most of the production capacity of several suppliers, the company has clear insight in production planning based on the real capacity of the factory. The company is able to estimate the amount of minutes that is needed per style. If workers go on a holiday or in Ramadan season, Bizniz adjusts planning since the realized output per day is expected to be lower. Even though production is order-based with clients' deadlines and there are no stock items, the company is still flexible to ease production pressure on its suppliers. Samples, styles and materials (fabrics, trimmings, in-lays) are all produced and organised by Bizniz which avoids production peaks due to delays of material. After samples are approved, no changes in style take place.

1.7 Degree to which affiliate mitigates root causes of excessive overtime.	No production problems documented.	Some production delays are outside of the control of affiliates; however there are a number of steps that can be taken to address production delays without resorting to excessive overtime.	Documentation of root cause analysis and positive steps taken to manage production delays or improve factory processes.	N/A	6	0
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Comment: No problems regarding excessive overtime were found. In some cases workers work one hour extra per day, which is not considered excessive. Bizniz anticipates problems ahead and uses methods to avoid problems, for instance to share the order between factories or call the client to renegotiate the terms. Clients usually accept adjusted terms given that they do not want to give in on quality.

1.8 Affiliate's pricing policy allows for payment of at least the legal minimum wages in production countries.	Country-level policy	The first step towards ensuring the payment of minimum wages - and towards implementation of living wages - is to know the labour costs of garments.	Formal systems to calculate labour costs on per-product or country/city level.	2	4	0
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Recommendation: FWF recommends Bizniz to investigate the labour costs per garment related to the company's own pricing policy at the two factories in Tunisia. The purpose is to get more insight into the cost breakdown of their prices and the exact share that goes to workers. This is especially needed for suppliers where Bizniz buys 100% of their production volume and the supplier that is owned by Bizniz.

Comment: The price is given by the suppliers based on the sample and working minutes. Bizniz has specified the working minutes per style, but does not know the exact cost of labour for each product style. Bizniz discussed with one Tunisian supplier how costs are split, and gained some more information. However, the exact share that goes to workers was not shared. When setting the price, the type of material is also taken into consideration to indicate the complexity of the garment that forms the basis of the price. Bizniz can estimate the percentage of the unit price that goes to salaries. Given the local institutions in Poland that monitor compliance with law, the factories that produce 100% for Bizniz would not be able to exist when Bizniz' price would not allow for the payments of legal minimum wage.

1.9 Affiliate actively responds if suppliers fail to pay legal minimum wages.	No minimum wage problems reported	If a supplier fails to pay minimum wage, FWF affiliates are expected to hold management of the supplier accountable for respecting local labour law.	Complaint reports, CAPs, additional emails, FWF audit reports or other documents that show minimum wage issue is reported/resolved.	2	2	-2
1.10 Evidence of late payments to suppliers by affiliate.	No	Late payments to suppliers can have a negative impact on factories and their ability to pay workers on time. Most garment workers have minimal savings, and even a brief delay in payments can cause serious problems.	Based on a complaint or audit report; review of factory and affiliate financial documents.	0	0	-1
1.11 Degree to which affiliate assesses root causes of wages lower than living wages with suppliers and takes steps towards the implementation of living wages.	Factory-level approach	Sustained progress towards living wages requires adjustments to affiliates' policies.	Documentation of policy assessments and/or concrete progress towards living wages.	4	8	0

Recommendation: FWF recommends Bizniz to support the factories in Tunisia to follow the CBA stipulations.

Comment: Bizniz supports movement towards living wages through supporting the factories with strong involvement in Poland. Wages in Poland are established by local institutions and by involvement of social partners. If styles take more working minutes than anticipated, Bizniz adjusts the price. One of the Polish factories organized a training to improve the workers' skills which is expected to eventually lead to higher wages.

Both audits in Tunisia have shown problems with CBA stipulations that so far have not been corrected entirely. Because of the unstable political situation in Tunisia the planned WEPs did not yet take place and are postponed until further notice from Bizniz.

According to Bizniz they established a good salary level in their own factory in Poland that is higher than the minimum wage and industry wage. The company implemented a bonus system for more difficult items. In summer 2015 the company increased the wages with 12% in their own factory, that accounts for 9% of Bizniz' total production volume.

1.12 Affiliate sources from an FWF factory member.	No	When possible, FWF encourages affiliates to source from FWF factory members. On account of the small number of factories this is a 'bonus' indicator. Extra points are possible, but the indicator will not negatively affect an affiliate's score.	Supplier information provided by affiliate.	N/A	1	0
1.13 Percentage of production volume from factories owned by the affiliate.	9%	Owning a supplier increases the accountability and reduces the risk of unexpected CoLP violations. Given these advantages, this is a bonus indicator. Extra points are possible, but the indicator will not negatively affect an affiliate's score.	Supplier information provided by affiliate.	1	2	0

Comment: The own factory Bizniz has set up in Poland started production in September 2014. It will likely expand in the future.

PURCHASING PRACTICES

Possible Points: 30

Earned Points: 22

2. MONITORING AND REMEDIATION

BASIC MEASUREMENTS	RESULT	COMMENTS
% of own production under standard monitoring (excluding low-risk countries)	32%	
% of own production in low risk production countries where FWF's Low Risk policy has been implemented	68%	FWF low risk policy should be implemented. 0 = policy is not implemented correctly. N/A = no production in low risk countries.
Total of own production under monitoring	100%	Minimums: 1 year: 40%; 2 years 60%; 3 years+: 90% Measured as a percentage of turnover.

PERFORMANCE INDICATORS	RESULT	RELEVANCE OF INDICATOR	DOCUMENTATION	SCORE	MAX	MIN
2.1 Specific staff person is designated to follow up on problems identified by monitoring system	Yes	Followup is a serious part of FWF membership, and cannot be successfully managed on an ad-hoc basis.	Manuals, emails, etc., demonstrating who the designated staff person is.	2	2	-2

Comment: The production manager of Bizniz is based in Poland. She is responsible for monitoring the status of working conditions at the suppliers in Poland and Tunisia.

2.2 Degree of progress towards resolution of existing Corrective Action Plans	Insufficient	FWF considers efforts to resolve CAPs to be one of the most important things that affiliates can do towards improving working conditions.	Documentation of remediation and followup actions taken by affiliate.	-2	8	-2
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Requirement: Resolving and remediating non-compliances is one of the most important criteria FWF members can do towards improving working conditions. FWF expects members to examine and support remediation of any problem that they encounter.

Recommendation: FWF recommends Bizniz to systematically ask suppliers for evidence of remediation, when communicating about CAP follow up. Remediation of health and safety findings can often be proved with help of pictures or follow up visits to check progress/status. Documentation like contracts can support remediation on other findings.

To facilitate remediation, the affiliate could consider:

- Hire a local consultant to assist factory in developing an action plan and to assist factory management in investigating root causes.
- Organise supplier seminars.
- Provide factory training.
- Share knowledge/material.
- Providing financial support to the supplier for implementing improvements.

Comment: The two suppliers in Tunisia have worked on several corrective actions following the audits in 2013 and 2014. Improvements were made in the area of health and safety. Bizniz could not show evidence of remediation on important structural issues as CBA stipulations and short term contracts. In the second Tunisian factory Bizniz could not show proof for remediations because the company does not request supporting documentation from the supplier when being informed about remediation. Because of the high leverage in both factories, Bizniz can potentially have a strong positive impact on remediation of structural audit findings.

2.3 Percentage of production volume from suppliers that have been visited by the affiliate in the past financial year	100%	Formal audits should be augmented by annual visits by affiliate staff or local representatives. They reinforce to factory managers that affiliates are serious about implementing the Code of Labour Practices.	Affiliates should document all factory visits with at least the date and name of the visitor.	4	4	0
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Comment: Bizniz has a close relationship with all suppliers and visits the factories often. The staff member in Poland is in the factories at least once a month.

2.4 Existing audit reports from other sources are collected.	No existing reports/all audits by FWF or FWF affiliate	Existing reports form a basis for understanding the issues and strengths of a supplier, and reduces duplicative work.	Audit reports are on file; evidence of followup on prior CAPs. Reports of quality assessments.	N/A	3	0
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2.5 Audit Report and Corrective Action Plan (CAP) findings are shared with factory. Improvement timelines are established in a timely manner	Yes	2 part indicator: FWF audit reports were shared and discussed with suppliers within two months of audit receipt AND a reasonable time frame was specified for resolving findings.	Corrective Action Plans, emails; findings of followup audits; brand representative present during audit exit meeting, etc.	2	2	-1
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Recommendation: FWF recommends Bizniz to make reports of meetings on CAP remediation.

Comment: Bizniz visits the supplier in Poland at least once a month. The two suppliers in Tunisia are visited every eight weeks, and the corrective action plan is discussed during these visits.

2.6 High risk issues specific to the affiliate's supply chain are identified and addressed by the monitoring system.	Intermediate Capacity	Different countries and products have different risks associated with them; monitoring systems should be adapted to allow appropriate human rights due diligence for the specific risks in each affiliates' supply chain.	Documentation may take many forms; additional research, specific FWF project participation; extra monitoring activities, extra mitigation activities, etc.	3	6	0
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Requirement: When communicating about CAP follow up with suppliers, Bizniz should systematically ask for evidence of remediation.

Recommendation: Bizniz could agree on additional commitments with and support to the factories in Tunisia that are required to mitigate risks, for instance by hiring a local consultant to discuss possible solutions for the short term contracts with both management and workers of the Tunisian suppliers. Bizniz could offer them the FWF Workplace Education Programme and specific training about short term contracts.

Comment: 68% of Bizniz production comes from Poland, a country classified as low risk by FWF. The local institutes monitor compliance, such as the labour inspection and fire department.

In Tunisia, there are risks in terms of employment through frequent short term contracts and when employing juvenile workers. Bizniz tried to bring up the issue of short term contracts, but management responds that it is up to the employees' evaluation whether or not they will be given a permanent contract. The current situation in the factory is in violation with local legislation.

2.6a High risk issues specific to Bangladesh are identified and addressed by the monitoring system and remediation activities.	Not sourcing in Bangladesh	Affiliates sourcing in Bangladesh should take additional action to address both building and fire safety and the prevention of violence against women.	Building, electrical and fire safety inspection reports, evidence of cooperation with other customers sourcing at the same factories (Accord signatories and/or FWF affiliates), etc.	N/A	3	0
2.6b High risk issues specific to Myanmar are identified and addressed by the monitoring system and remediation activities.	Not sourcing in Myanmar	Myanmar is still in the process of establishing the legal and civil society infrastructure needed to ensure compliance with labour rights. Extra care must be taken when doing business in Myanmar.	Shared CAPs, Wage Ladders per factory.	N/A	3	0
2.7 Affiliate cooperates with other customers in resolving corrective actions at shared suppliers	No CAPs active or no shared suppliers.	Cooperation between customers increases leverage and chances of successful outcomes. Cooperation also reduces the changes of a factory having to conduct multiple Corrective Action Plans about the same issue with multiple customers.	Shared CAPs, evidence of cooperation with other customers.	N/A	2	-1

2.8 Monitoring requirements are fulfilled for production in low-risk countries	Yes	Low risk countries are determined by the presence and proper functioning of institutions which can guarantee compliance with basic standards.	Documentation of visits, notification of suppliers of FWF membership; posting of worker information sheets, completed questionnaires.	2	2	0
2.9 External brands resold by the affiliate who have completed and returned the external brand questionnaire. (% of external sales volume)	No external brands resold	FWF believes it is important for affiliates that have a retail/wholesale arm to at least know if the brands they resell are members of FWF or a similar organisation, and in which countries those brands produce goods.	Questionnaires are on file.	N/A	3	0
2.10 External brands resold by affiliates that are members of another credible initiative. (% of external sales volume)	No external brands resold	FWF believes affiliates who resell products should be rewarded for choosing to stock external brands who also take their supply chain responsibilities seriously.	External production data in FWF's information management system. Documentation of sales volumes of products made by FWF or FLA members.	N/A	3	0

MONITORING AND REMEDIATION

Possible Points: 24

Earned Points: 11

3. COMPLAINTS HANDLING

BASIC MEASUREMENTS	RESULT	COMMENTS
Number of worker complaints received since last check	0	At this point, FWF considers a high number of complaints as a positive indicator, as it shows that workers are aware of and making use of the complaints system.
Number of worker complaints in process of being resolved	0	
Number of worker complaints resolved since last check	0	

PERFORMANCE INDICATORS	RESULT	RELEVANCE OF INDICATOR	DOCUMENTATION	SCORE	MAX	MIN
3.1 A specific employee has been designated to address worker complaints	Yes	Followup is a serious part of FWF membership, and cannot be successfully managed on an ad-hoc basis.	Manuals, emails, etc., demonstrating who the designated staff person is.	1	1	-1
3.2 System exists to check that the Worker Information Sheet is posted in factories	No	The Worker Information Sheet is a key first step in alerting workers to their rights.	Photos by company staff, audit reports, checklists from factory visits, etc.	0	2	0

Requirement: Bizniz must ensure that the Worker Information Sheet, including contact information of the local complaints handler of FWF, is posted in factories in a location that is accessible to all workers. Bizniz should check by means of a visit whether the Worker Information Sheet is posted in the factories.

Recommendation: It is suggested to ask suppliers to submit a photo of the posted Worker Information Sheet with the questionnaire and to have visiting staff check if the documents are still posted as indicated on the obtained photo. If the Worker Information Sheet is removed because of other announcements on the publication board, FWF suggests to find another suitable place for the Worker Information Sheet, for instance in canteen or bathroom.

Comment: Bizniz confirms that sometimes they notice during a visit that the sheet is posted, and at other times it is not, because of other information that needs to be posted on the publication board. Bizniz has no overview which factories have posted the information sheet, nor documents pictures as evidence.

3.3 Percentage of FWF-audited factories where at least half of workers are aware of the FWF worker helpline.	0%	The FWF complaints procedure is a crucial element of verification. If factory-based complaint systems do not exist or do not work, the FWF worker helpline allows workers to ask questions about their rights and file complaints. Factory participation in the Workplace Education Programme also count towards this indicator.	Percentage of audited factories where at least 50% of interviewed workers indicate awareness of the FWF complaints mechanism + percentage of factories in WEP programme.	-2	4	-2
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Recommendation: Bizniz can stimulate its suppliers to participate in WEP trainings, to raise awareness about the existence and the functioning of FWF's worker hotline. Our trainers have informed us that the political situation has not affected the organization of the trainings.

Comment: The audits conducted by FWF in Tunisia showed workers were not aware of the Code of Labour Practices. Interviewed workers became aware after the audit team distributed the Worker Information Card. Bizniz planned to conduct a WEP at their Tunisian suppliers in 2015 but these were postponed by Bizniz because of the difficult political situation in the country are not planned in for 2016 either.

3.4 All complaints received from factory workers are addressed in accordance with the FWF Complaints Procedure	No complaints received	Providing access to remedy when problems arise is a key element of responsible supply chain management. Affiliate involvement is often essential to resolving issues.	Documentation that affiliate has completed all required steps in the complaints handling process.	N/A	6	-2
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3.5 Cooperation with other customers in addressing worker complaints at shared suppliers	No complaints or cooperation not possible / necessary.	Because most factories supply several customers with products, involvement of other customers by the FWF affiliate can be critical in resolving a complaint at a supplier.	Documentation of joint efforts, e.g. emails, sharing of complaint data, etc.	N/A	2	-2
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COMPLAINTS HANDLING

Possible Points: 7

Earned Points: -1

4. TRAINING AND CAPACITY BUILDING

PERFORMANCE INDICATORS	RESULT	RELEVANCE OF INDICATOR	DOCUMENTATION	SCORE	MAX	MIN
4.1 All staff is made aware of FWF membership requirements	Yes	Preventing and remediating problems often requires the involvement of many different departments; making all staff aware of FWF membership requirements helps to support cross-departmental collaboration when needed.	Emails, trainings, presentation, newsletters, etc.	1	1	-1
4.2 Ongoing training in support of FWF requirements is provided to staff in direct contact with suppliers.	No	Sourcing, purchasing and CSR staff at a minimum should possess the knowledge necessary to implement FWF requirements and advocate for change within their organisations.	FWF Seminars or equivalent trainings provided; presentations, curricula, etc.	0	2	0

Recommendation: A training session on labour standards that are particularly relevant for Tunisia can be held for Bizniz' staff. FWF can support or facilitate in providing trainings. In addition, it is recommended to actively take part in training opportunities FWF offers such as: FWF seminars, the FWF annual conference and webinars.

Comment: Bizniz took no part in FWF's seminar for members last financial year, or in other activities that FWF organized to train members.

4.3 All sourcing contractors/agents are informed about FWF's Code of Labour Practices.	Affiliate does not use agents	Agents have the potential to either support or disrupt CoLP implementation. It is the responsibility of affiliate to ensure agents actively support the implementation of the CoLP.	Correspondence with agents, trainings for agents, FWF audit findings.	N/A	2	-2
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4.4 Factory participation in Workplace Education Programme (where WEP is offered; by production volume)	0%	Lack of knowledge and skills on best practices related to labour standards is a common issue in factories. Good quality training of workers and managers is a key step towards sustainable improvements.	Documentation of relevant trainings; participation in Workplace Education Programme.	0	6	0
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Comment: Both Tunisian factories are interested to take part in the training in Workplace Education Programme in 2015, but due to the unstable political situation in Tunisia were postponed by Bizniz. The WEPs will be postponed till after 2016. The WEP trainers have informed FWF that the political situation has had no impact on the organization of trainings and trainings can continue to be organized.

4.5 Factory participation in trainings (where WEP is not offered; by production volume)	All production is in WEP areas.	In areas where the Workplace Education Programme is not yet offered, affiliates may arrange trainings on their own or work with other training-partners. Trainings must meet FWF quality standards to receive credit for this indicator.	Curricula, other documentation of training content, participation and outcomes.	N/A	4	0
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TRAINING AND CAPACITY BUILDING

Possible Points: 9

Earned Points: 1

5. INFORMATION MANAGEMENT

PERFORMANCE INDICATORS	RESULT	RELEVANCE OF INDICATOR	DOCUMENTATION	SCORE	MAX	MIN
5.1 Level of effort to identify all production locations	Advanced	Any improvements to supply chains require affiliates to first know all of their production locations.	Supplier information provided by affiliate. Financial records of previous financial year. Documented efforts by affiliate to update supplier information from its monitoring activities.	6	6	-2

Comment: Bizniz frequently visits all suppliers and given that it is aware of the exact capacity of suppliers and their production lines, the brand ensures all production takes place at the specific locations. Audits have not given indication of unknown subcontractors.

5.2 A system exists to allow purchasing, CSR and other relevant staff to share information with each other about working conditions at suppliers	Yes	CSR, purchasing and other staff who interact with suppliers need to be able to share information in order to establish a coherent and effective strategy for improvements.	Internal information system; status CAPs, reports of meetings of purchasing/CSR; systematic way of storing information.	1	1	-1
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Comment: The production manager and director are both directly working on FWF membership requirements and discuss the audit outcomes.

INFORMATION MANAGEMENT

Possible Points: 7

Earned Points: 7

6. TRANSPARENCY

PERFORMANCE INDICATORS	RESULT	RELEVANCE OF INDICATOR	DOCUMENTATION	SCORE	MAX	MIN
6.1 Communication about FWF membership adheres to the FWF communications policy	Yes	FWF membership should be communicated in a clear and accurate manner. FWF guidelines are designed to prevent misleading claims.	Logo is placed on website; other communications in line with policy. Affiliates may lose points if there is evidence that they did not comply with the communications policy.	1	1	-2

Comment: Given that Bizniz is a private label company, the company is not in direct contact with the consumer. FWF membership is communicated during meetings and discussions with customers, who often inquire about their FWF membership. Bizniz followed last year's recommendation and included the FWF logo on invoices to their clients.

6.2 Affiliate engages in advanced reporting activities	No	Good reporting by members helps to ensure the transparency of FWF's work and shares best practices with the industry.	Affiliate publishes one or more of the following on their website: Brand Performance Check, Audit Reports, Supplier List.	0	1	0
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6.3 Social Report is submitted to FWF and is published on affiliate's website	Complete report submitted to FWF	The Social Report is an important tool for affiliates to transparently share their efforts with stakeholders.	Report adheres to FWF guidelines for Social Report content.	1	2	-2
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Comment: As Bizniz does not have a website there are no means to communicate upload the social report.

TRANSPARENCY

Possible Points: 4

Earned Points: 2

7. EVALUATION

PERFORMANCE INDICATORS	RESULT	RELEVANCE OF INDICATOR	DOCUMENTATION	SCORE	MAX	MIN
7.1 Systemic annual evaluation of FWF membership is conducted with involvement of top management	Yes	An annual evaluation involving top management ensures that FWF policies are integrated into the structure of the company.	Meeting minutes, verbal reporting, Powerpoints, etc.	2	2	0
7.2 Changes from previous Brand Performance Check implemented by affiliate	No requirements were included in previous Check	In each Brand Performance Check report, FWF may include requirements for changes to management practices. Progress on achieving these requirements is an important part of FWF membership and its process approach.	Affiliate should show documentation related to the specific requirements made in the previous Brand Performance Check.	N/A	4	-2

EVALUATION

Possible Points: 2

Earned Points: 2

RECOMMENDATIONS TO FWF

None

SCORING OVERVIEW

CATEGORY	EARNED	POSSIBLE
Purchasing Practices	22	30
Monitoring and Remediation	11	24
Complaints Handling	-1	7
Training and Capacity Building	1	9
Information Management	7	7
Transparency	2	4
Evaluation	2	2
Totals:	44	83

BENCHMARKING SCORE (EARNED POINTS DIVIDED BY POSSIBLE POINTS)

53

PERFORMANCE BENCHMARKING CATEGORY

Good

BRAND PERFORMANCE CHECK DETAILS

Date of Brand Performance Check:

13-06-2016

Conducted by:

Niki Janssen

Interviews with:

Agnieszka Cholocinska (Production Manager)

Audit Summary:

Publication of the audit summary section previously included in Brand Performance Checks has been suspended while Fair Wear Foundation develops a new information system to manage and summarize the data.