



Uniform Brands B.V.

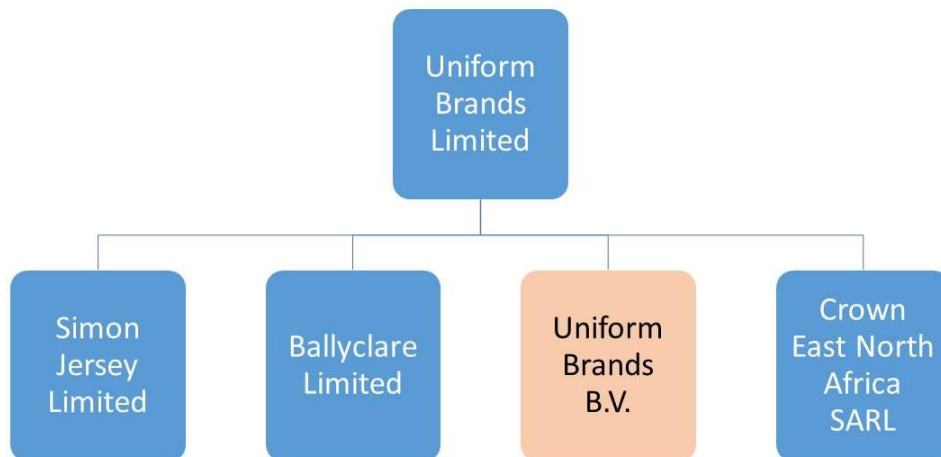


www.uniformbrands.nl

Start date membership

January, 2004

Organizational chart



Contents

Contents	2
1. Summary: goals & achievements 2016	3
2. Sourcing strategy	3
2.1. Sourcing strategy & pricing	3
2.2. Organisation of the sourcing department	3
2.3. Production cycle	4
2.4. Selection of new factories	4
2.5. Integration monitoring activities and sourcing decisions	4
3. Coherent system for monitoring and remediation	4
3.1. Country Tunisia	4
3.2. Country Portugal	5
3.3. Country Hungary	5
3.4. Countries Bangla Dash and China	5
3.5. External production	5
4. Training and capacity building	5
4.1. Activities to inform staff members	5
4.2. Activities to inform agents	5
4.3. Activities to inform manufacturers and workers	6
5. Transparency & communication	6

Name change

*After the acquisition by Uniform Brands Ltd. in May 2015, we decided last year to change our name to Orcon-SJ B.V. However, Uniform Brands would like to maintain its international reputation and the name change caused some confusion for our stakeholders especially our customers. Therefore, our name has been changed to **Uniform Brands B.V.** again.*

1. Summary: goals & achievements 2016

Summary: goals & achievements 2016

In 2016 we have met most of FWF's management system requirements. We have achieved a monitoring percentage of 93% (where 90% is required). The outcome of the Brand Performance Check in 2015 was a score of 56, which was sufficient to achieve the 'Good' status. Our goal is to further improve and increase this percentage.

We have increased more awareness and commitment at our customers and suppliers. In every company presentation, our membership of the FWF is mentioned very prominent. All our new customers and suppliers are informed about our FWF membership in the context of our view on People-Planet -Profit.

2. Sourcing strategy

2.1. Sourcing strategy & pricing

Our sourcing strategy is to have reliable suppliers in different parts of the world. We try to divide our sourcing partners over different regions, like Europe (South and Eastern), North Africa and Far East. New products are priced by determine the SMS (Standard Minute per Style). After the first run we check prices again and fix it with the supplier for the duration of the contract. Annually the price per SMS are discussed and agreed based on local circumstances. Capacity needed at our suppliers is agreed annual. Detailed planning is done monthly.

2.2. Organisation of the sourcing department

Head of the sourcing department is Mr. Peter Goejer, Senior manager collections. Because of our long time relationship with most our production locations, and specially the most important supplier Uniform Brands SARL in Tunisia , being part of our (International) group, we consult them frequently for technical and practical information. We also share our knowledge. Depending on the product, material is provided by Uniform Brands B.V. or sourced locally. The production sites are monitored by our ERP system. Production planning and stock control is done abroad. Two FTE are designing and developing new products or improving current products, one FTE is planning the production demands.

2.3. Production cycle

The production of the different products is cyclical, depending on the demand from 1 to 8 times a year. Project planning is only applicable for new products. Depending on the fabric availability, we reserve production capacity at the preferred supplier, send material and (technical) documentation and agree in dialogue with the supplier a reasonable lead-time.

2.4. Selection of new factories

New factories are selected on price and quality. Of course, factories have to recognize the mission of the Fair Wear Foundation to improve labour conditions in the garment industry. It is not assumed to have new factories on board this year. We will continue with the current factories. Since 2014, we did not start working with any new factory.

2.5. Integration monitoring activities and sourcing decisions

The outcomes of our monitoring activities will be of influence at our future sourcing decisions. As well as price and quality, also the monitoring audit will be part of the choice of the supplier. Suppliers with poor monitoring results will be placed lower on the list of preferred suppliers compared to suppliers with higher results, or will be avoided. Fortunately, recent audit reports have given no reason to do so.

We have a long time relationship with our suppliers and manufacturers from 5 to almost 20 years.

3. Coherent system for monitoring and remediation

3.1. Country Tunisia

Our suppliers in Tunisia have been audited by FWF in September 2016. The percentage of the total production sourced from Tunisia is 81%. Mr. Ruud Wissink, Director Finance and Mr. Gerian Focking, Logistic manager, have visited the main factory several times last year. During these visits, the latest audit has been reviewed beside the progress of corrective action plans. New visits are planned in 2017.

In December 2016 FWF executed a WEP training for management and staff of its main supplier in Tunisia.

During the FWF audit, it occurred that the paperwork was poor. We will focus on improvement of this. In addition, some extra training is recommended. We will investigate what the possibilities are and ask for quotes.

At some Production locations, the Tunisian labour legal basis of FWF's Code of Labour Practices is not posted. Not all fire extinguishers are controlled annually. We will encourage management to do so.

In general, the Tunisian factories suffer with dust and humidity. We will address this to the local management and look for improvements

3.2. Country Portugal

The percentage of the total production sourced from Portugal is 6%. Mr. Rob Wijnhoven, General Director and Mr. Peter Goejer, Senior manager collections, have visited the factory in June 2016. New visits are planned in February 2017. This relation exists for almost 10 year.

3.3. Country Hungary

The percentage of the total production sourced from Hungary is 6%. Mr. Ruud Wissink, Director Finance has visited the factory lastly in 2015. New visits are planned in February 2017. This relation exists for almost 20 year.

3.4. Countries Bangla Dash and China

The percentage of production in these two countries is less than 4%. Because of this little volume, these plants are not visited frequently. However, to ensure the plants acknowledge and agree the values of the FWF we regularly ask them to fill in the FWF's Questionnaire. By filling out and signing the questionnaire, companies agree to co-operate with the process of monitoring and improvement of labour conditions.

3.5. External production

When choosing products of external production we give preference to brands, which are members of Fair Wear.

4. Training and capacity building

4.1. Activities to inform staff members

All staff involved at production/sourcing has sufficient knowledge on the Fair Wear Foundation membership and Code of Conduct. An internal training will be considered to account managers. Colleagues have access to the audit reports, Social report and Work plan. Once a year after the Brand Performance Check is published, staff is updated on the BPC and all FwF activities, actions and plans by Mr. Ruud Wissink.

4.2. Activities to inform agents

Not applicable.

4.3. Activities to inform manufacturers and workers

An annual meeting will be hold including the General Manager to inform manufacturers and workers about the Code of Labour Practices. If needed, an internal training will be provided to manufacturers and workers (in December 2016 FWF executed a WEP training for management and staff of its main supplier CENA in Tunisia). During our visits, we always bring up the FwF values and Code of Conduct.

5. Transparency & communication

The general public is informed about our FWF membership through our website (www.orconworkwear.nl). A copy of the testimonial letter about Uniform Brands' membership with FWF is shown in our showroom. In all tenders, we mention the FWF membership.