



Teamdress Holding GmbH

social report

Reporting period 2019

(01.01. – 31.12.2019)



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FAIR WEAR MEMBER SINCE [01, 2019]

Table of contents

Organisational chart	4
The objectives set for the year 2019	6
Achievement of objectives for 2019	6
Sourcing strategy	7
Sourcing strategy & pricing	7
Production cycle	9
Factory relations	9
Integration of monitoring activities and sourcing decisions	10
Coherent system for monitoring and remediation	10
CMT factory 1 /Ukraine	12
own factory/Ukraine	12
CMT factory 2 /Ukraine	12
own factory 1 /Moldova	12
own factory 2 /Moldova	12
CMT factory 1 /Moldova	13
CMT factory 2 /Moldova	13
CMT factory/Albania	13
CMT factory/Uzbekistan	13
CMT factory/Armenia	13
own factory and logistic centre/Poland	13
CMT factory/Lithuania	13
External production	13
Complaints handling	14
Training and capacity building	14

Social Report [012019 - 122019] – past financial year

Activities to inform staff members _____ 14

Activities to inform agents _____ 14

Activities to inform manufacturers and workers _____ 15

Information management _____ **15**

Transparency & communication _____ **16**

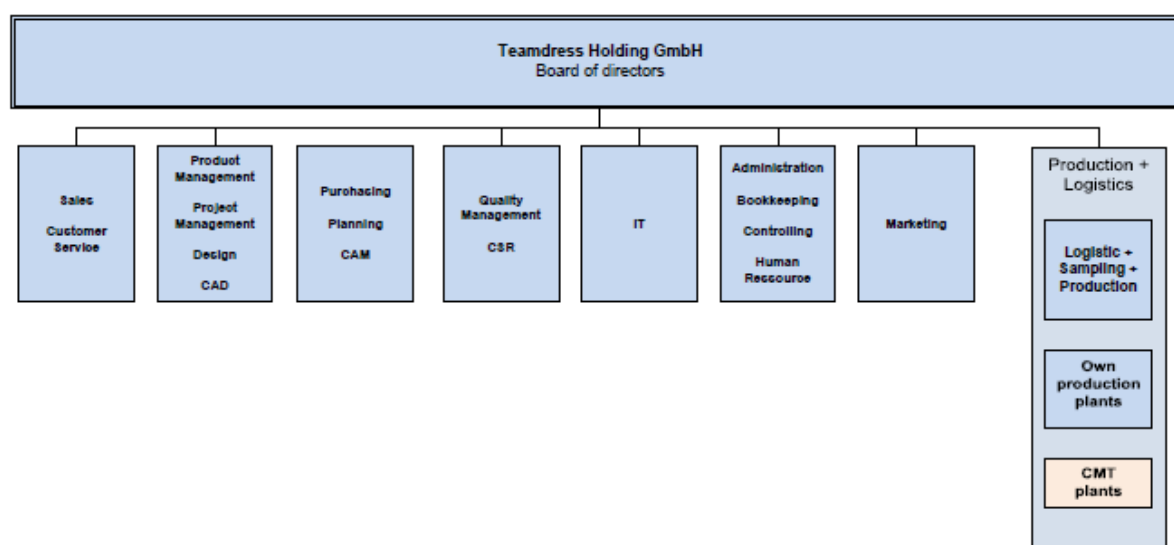
Stakeholder engagement _____ **16**

Corporate Social Responsibility _____ **17**

Teamdress Holding GmbH

social report

Organisational chart



Summary: 2019 goals & achievements

“Teamdress Holding GmbH” – is a manufacturer of work wear founded in 1920 by the grandfather of the current owner family. In 1989, the Stein family, the owners of the Teamdress Group acquired “De Berkel B.V.” - a clothing factory that was established in 1948.

The group of companies manufactures standard and high-quality industrial clothing, such as certified work wear PPE (personal protective equipment), as well as healthcare, hospitality, services and representative clothing. Distribution takes primarily place through textile services (laundries) and dealerships in Germany, Poland, Benelux and the United Kingdom. “De Berkel B.V” also does in addition direct sales in case of larger clients, such as medical institutions, launderettes or business projects/ clients who insist on direct sourcing from the manufacturer.

The head offices in Hamburg and Varsseveld employ approximately 40 and 30 employees. Within the dealer network, “De Berkel BV” has two own sales outlets in Rotterdam and Alkmaar for workwear, serving small and medium size business, where at the end of 2019 – 6 staff were employed. (all

Social Report [012019 - 122019] – past financial year

converted on a Full Time Employment equivalent basis). “De Berkel B.V.” is part of “Teamdress Nederland B.V.” which is 100% owned and controlled by the Stein family.

“Teamdress Holding GmbH” is conducting the planning, controlling and managing of the entire production of the group owned by the Stein family. Due to this fact, Fair Wear Foundation offered “De Berkel B.V.” and “Teamdress Holding GmbH” an agreement to provide a joint membership for the two companies with the aim to substantially improve the monitoring and implementation of FWF’s Code of Labour Practices.

“Teamdress Holding GmbH” and “De Berkel BV” are fully committed to ensure that its products are manufactured in a socially responsible manner. This means that the group ensures fair and good working conditions in the factories where the group’s products are manufactured, no matter whether the factories are wholly owned by the group or the company works as a contractor for the Teamdress Group.

In order to give this commitment, “De Berkel BV” became a member of the Fair Wear Foundation in 2007 and “Teamdress Holding GmbH joined in 2019”, which means that “Teamdress Holding GmbH and “De Berkel B.V.” have signed up to FWF’s Code of Labour Practices and do everything possible to implement this Code of Labour Practices in factories where the group manufactures its product.

- “Teamdress Holding GmbH” manufactures its products under the following brand names:
 - teamdress
 - DBL
 - Bosch Collection
- De Berkel B.V. manufactures its products under the following brand names:
 - De Berkel B.V. Industrial clothing for health care and industry
 - Teamdress Representative workwear
 - Robini (licensed) Company clothing for the hospitality sector

Below you find the responsible personnel within “Teamdress Holding GmbH” for the implementation of FWF’s Code of Labour Practices in the factories are:

- Manager in charge of quality management - TDH, Annegret Dyck, contact person FWF
- Manfred Stein – head of Quality management and production

Social Report [012019 - 122019] – past financial year

- Roland Seidel, Managing Director TDH, with final responsibility for implementation of FWF's Code of Labour Practices.

THE OBJECTIVES SET FOR THE YEAR 2019

To optimize the monitoring at the various production sites as well as implementation of FWF's Code of Labour Practices, by dedicating sufficient human resources in "Teamdress Holding GmbH" to ensure that FWF's Code of Labour Practices is embedded in the production process, and (BPC's) Brand Performance Check recommendations are implemented at all production facilities resulting in continued improvement of workers conditions at the manufacturing sites.

"Teamdress Holding GmbH" and "De Berkel B.V." are committed to contribute to the fight against poverty in the countries where the group is manufacturing, by providing work under fair working conditions.

It further was the declared aim of the group of companies to improve and accelerate the speed of communication between the production units and the head office so that the management in charge can address and cure problems as they arise.

ACHIEVEMENT OF OBJECTIVES FOR 2019

Mrs Dyck, her colleague Mr Görmer as well as Mr Seidel have been travelling regularly to the production sites always having as one subject on the agenda – the proper implementation and monitoring of FWF's Code of Labour Practices.

Further Mrs Dyck has conducted extensive training of Teamdress Holding travelling technicians on how to monitor the implementation of FWF's health and safety standards along FWF's Health and Safety Manual. This practice will generate additional regular reports about the implementation of health and safety at our various production facilities. This new tool allows us to immediately react if we feel that one of the factories is showing non-compliance with FWF's Health and safety standards. Corrective measures can then immediately be taken up with the factory management and the implementation can be monitored by the team of technicians.

The daily attention to the implementation of FWF's Code of Labour Practices at the manufacturing site has greatly improved due to the dedicated work of Mrs Dyck and her colleagues as well as the

Social Report [012019 - 122019] – past financial year

negotiations of Mr. Seidel with potential new manufactures, where the manufacturing to FWF's Code of Labour Practices was a prerequisite to entering into any contractual agreement.

TDH has committed further resources to produce socially responsible and environmentally friendly production. The company Starline 2 in Moldova has successfully completed the "STeP" audit for the **"Made in Green by ÖKOTEX"** label, conducted by the German Hohenstein Institute. This was a precondition to produce a new model range of workwear under the seal **"Grüner Knopf"**. This seal is providing a guarantee by the German government that the garments are produced under socially responsible and environmentally friendly conditions.

Further the own factory in Moldova is having a collaboration with the local textile school and is providing space, machines and tutoring to the young textile students.

The group has a further cooperation with two textile schools in Ukraine.

This 3-years-program (supported by Sequa an organization funded by the German Government) was successfully completed in April 2019, producing some 40 new, well trained seamstresses.

All production facilities have been set up with the prescribed complaints handling facility – in 2019 the group did not receive any complaints via this communication channel.

Since 2010 "De Berkel B.V." has been a donor to the Mother Teresa Foundation in Ulft. This foundation builds predominately social housing for the poorest in Eastern Europe.

Sourcing strategy

SOURCING STRATEGY & PRICING

As per the joint membership agreement between Fair Wear Foundation, "Teamdress Holding GmbH" and "De Berkel B.V." – "Teamdress Holding GmbH" has taken over the responsibility and management of production for the 2 companies.

Within "De Berkel B.V." a distinction is made between the purchase of raw materials, the purchase of finished products sourced from "external production" and the purchase of finished products sourced from "own production". The responsibility for purchasing raw materials and purchasing "external production" was still lying with the Technical Product Managers. For the time covered by this report, the Technical Product Manager was selecting and assesses the suppliers of "De Berkel B.V."

The procurement process for the group is gradually being shifted into "Teamdress Holding GmbH".

Social Report [012019 - 122019] – past financial year

The responsibility for sourcing "own production" is determined during this transition process by the planning department at Teamdress Holding which is reporting to the Managing Director of Teamdress Holding GmbH. He is ultimately responsible for production of the Teamdress group of companies, which "De Berkel B.V." forms part of.

The Technical Product Manager, the Procurement Manager and the Managing Director assess on criteria such as purchase prices, delivery times, delivery reliability, quality and compliance with FWF's Code of Labour Practices in the factories where the products are being manufactured.

The group continuously releases new models to serve its clientele with innovative product, with an increasing focus on corporate social responsibility.

"Teamdress Holding GmbH" and "De Berkel B.V." are having long-term relationships with their suppliers / contract factories and assure their partners a continuous workflow, so that at no time the seamstresses are in a situation that there is insufficient work provided for them.

Further the models produced in the group are designed in a construction kit system, which allows the seamstresses to reach very good efficiencies and with that better earnings.

Since 2014, the group has adapted the production system at the owned factories by moving from production lines to skill groups. The production locations are therefore better geared to smaller orders and the diversity in models. The production staff specializes in certain specified and repetitive operations with the aim that the seamstresses can perform at improved efficiency and as a consequence receive improved compensation.

"Teamdress Holding GmbH" has assisted other contractor partners to implement the same methodology.

Contracts with some of the group's contractor partners are running since over 20 years.

The contracts are automatically renewed from year to year. The contracts specify, among other things, capacity and prices which get adjusted on regular basis to reflect both parties' requirements and needs.

When TDH is selecting new suppliers, one of the preconditions for a possible cooperation is the willingness of the contractor to comply with the International Labour Code and FWF's Code of Labour Practices as well as its Health and Safety Requirements. Further the supplier must agree to actively assist with the monitoring and implementation of a possible Corrective Action Plan – if so required.

PRODUCTION CYCLE

As a workwear manufacturer, we do not have the “peaks and valleys” as known from the fashion industry.

We continuously supply the factories with enough raw material for the planned production capacity.

The Teamdress Holding GmbH represented by our logistic centre in Poland, teamdress Drawa Spolka z. o. o, concludes a contract with each individual production facility. This contract includes the agreed production capacity per week, so that sustainable planning can be conducted accordingly.

The basis for production planning is this weekly capacity in production minutes specified in the contract, e.g. 75.000 minutes/week.

The raw material is delivered to the factories at 2 weeks intervals, e.g. 150.000 minutes in one truck.

One-week capacity should be delivered 2 weeks later with the next export, the other weekly capacity is planned to deliver with the export after 4 weeks.

The planning department and the contract manufacturer closely coordinate the weekly output of the production and agree the delivery dates of the orders accordingly. Therefore, the factories never run out of orders, except planned for e.g. holidays in summer. As a result, factories are hardly ever asked to work overtime.

On the other hand, we always try to assist in case a factory needs more minutes during a certain period because other customers also producing in the same factory, have not delivered the agreed quantity of raw material.

FACTORY RELATIONS

The Teamdress Holding GmbH is certified for the ISO 9001:2015 Quality Management Standard.

In our Quality Management System, we have defined, among others, the process for selecting a new manufacturer.

After the first step of contact a senior person, visits the production site, in the first instance the Managing Director who conducts a first check whether the factory is a matching partner for the Teamdress Group.

During this first check some Critical Questions (QM document) must be answered. If we decide this factory could be a new supplier for us, we ask the factory to fill out our checklist for a production company. Parallel to this inquiry for technical details we send the Code of Conduct of Teamdress Holding GmbH and FWF’s Code of Labour Practices to the possible new production plant.

We ask for a serious examination and confirmation that the company agrees with the content of the documents and is ready to implement FWF’s Code of Labour Practices, unless they are already implemented.

Social Report [012019 - 122019] – past financial year

On basis of all this information, the managing director, in consultation with his team, decides whether to conclude a contract with the possible new production company and place a trial order.

The contract we conclude with a production company also includes the option to terminate the business relationship for good reason. One of these important reasons is, for example, a poor quality of the manufactured garments. Another important reason would be, if the management of the new factory is not willing to accept and implement the standards of FWF's Code of Labour Practices. We had one such case in our cooperation with a new production plant in Armenia in the last year. The sent questionnaire according to FWF's Code of Labour Practices has not been signed at the beginning. After receiving the first part of the trial orders we complained about the quality of the garments in detail, sent the garments back for repair. Parallel the production was going on. We received garments in a good quality with the next truck, but again then the quality was very poor. We sent back the goods for repairing and received them back in nearly in the same bad condition as we sent them. Moreover, we were informed by our travelling technicians that the workers were not paid on time, due to all these facts we terminated the cooperation.

INTEGRATION OF MONITORING ACTIVITIES AND SOURCING DECISIONS

Due to the long-term cooperation with all our manufacturers we do not face any problem that has to be described in this topic.

During our monitoring activities no big problems arose. All issues we found have been discussed with the responsible staff at the factories. Together we found a solution and the problems good be solved. For our sourcing decision the schedule has been described, see topic factory relations. Nevertheless, we are aware that continuous monitoring is the only way to control and manage problems that arise.

Coherent system for monitoring and remediation

The following countries and partner companies were visited by Mrs Annegret Dyck, Mr. Michael Görmer and /or Roland Seidel to ensure that FWF's Code of Labour Practices was applied.

Social Report [012019 - 122019] – past financial year

In 2019 Teamdress Holding GmbH has prepared to acquire 100 percent of the shares in the factories in Moldova as well as in the factory in Ukraine. By taking control of the factories we were able to optimize the implementation of the CAP's resulting from the 2018 audits conducted by representatives of FWF.

All production sites / factories have been informed about FWF's Code of Labour Practices and have provided their written consent to adhere to FWF's Code of Labour Practices.

The group further supplied the CMT factories with required sewing machines and other equipment where needed. All this to improve the quality and to offer the seamstresses the possibility to produce more efficiently and thus achieve to improve their salary.

One of the CMT (Cut, Make and Trim) - factories in Albania produces 100% for our group. The others work for a small client base where e.g. there is a second customer with an equal production volume working at the partner factory. The Managing Director of Teamdress Holding GmbH visits the production sites with some regularity. Based on the audits conducted, improvements are implemented. The CMT factories, as well as our own production sites, make use of our accumulated knowledge in the field of systematically calculated time registrations, production routings for the models, skill group production control as well as clear systematic reward systems for the personnel. As stated in the factory register, samples and size sets are manufactured at our production site in Poland and our own production company in Moldova.

At our production site in Poland, we do not think it is necessary to carry out an audit, because we are continuously in touch with the factory by visits of staff members of Teamdress Holding GmbH at the factory and Poland has the status of a 'low-risk' country.

"Teamdress Holding GmbH" produces in countries where the government has good labour legislation and where the government monitors working conditions and minimum payments to employees. Since our employees are paid a minimum wage plus a bonus structure for the various efficiency levels, basically all seamstresses earn considerably higher wages than the minimum wage set by the government.

At all times we use instructors who guide the seamstresses and management towards improving sewing processes and efficiency, which ultimately results in better salary levels.

The QM-Manager is addressing the social audit findings and improvement plans with the individual production companies.

Social Report [012019 - 122019] – past financial year

Regular official Social audits, under the guidelines of the Fair Wear Foundation, are carried out at the sites to assess whether the suppliers are compliant with the Code of Labour Practices and have implemented earlier caps.

CMT FACTORY 1 /UKRAINE

Regular visited by Annegret Dyck in October 2019.

A third-party social audit in accordance with FWF's standard has been conducted by company Sumations, Sabine Hönicke in December 2019.

OWN FACTORY/UKRAINE

Regular visits have been made and meetings held addressing the requirements of FWF's Code of Labour Practices. Introduction of meal vouchers for the employees.

CMT FACTORY 2 /UKRAINE

Visited and producer has committed in writing that he will follow FWF's Code of Labour Practices

OWN FACTORY 1 /MOLDOVA

Regular visits and discussions with staff about improvements of working conditions as well as expert training. Introduction of meal vouchers for the employees.

An audit has been conducted by representatives of FWF in July 2018. The necessary measures mentioned in the CAP are in progress.

OWN FACTORY 2 /MOLDOVA

Visited by Michael Görmer, Quality Manager, in preparation of the planned ÖKO – TEX STeP audit.

Third- party audit by the German Hohenstein Institute to get the ÖKO – TEX STeP certification and after successful pass of the audit now home of the production with the new seal "Grüner Knopf".

Introduction of meal vouchers for the employees.

Regular visits by Managing Director and QM Manager.

An audit has been conducted by representatives of FWF in July 2018. The necessary measures mentioned in the CAP are in progress.

CMT FACTORY 1 /MOLDOVA

Regular visits and introduction of meal vouchers by the factory's management supported by improved payment by Teamdress Holding GmbH.

CMT FACTORY 2 /MOLDOVA

Regular visits and improved pricing

CMT FACTORY/ALBANIA

Regular visits and commitment in writing by the supplier is adhering to FWF's Code of Labour Practices

CMT FACTORY/UZBEKISTAN

Visit and written commitment by the supplier to adhere to FWF's Code of Labour Practices

CMT FACTORY/ARMENIA

Supplier has committed in writing to adhere to FWF's Code of Labour Practices.

TDH provided extensive training.

OWN FACTORY AND LOGISTIC CENTRE/POLAND

Regular visits and monitoring that FWF's Code of Labour Practices is adhered too.

An internal complaint system has been introduced and installed.

CMT FACTORY/LITHUANIA

Regular visit by Mr. Ronald Klunder. One topic of the agenda has been the membership in FWF of Teamdress Holding. The factory is a member of S.E.D.E.X. .

Audited by amfori in October 2018, the audit report is available.

EXTERNAL PRODUCTION

Nearly all external producers of De Berkel had signed the questionnaire send in March 2016 for complying with FWF's Code of Labour Practices.

As a new member of FWF we send the questionnaire to the Teamdress Holding GmbH external producers. In order to update the data, we also sent the questionnaire again to the external producers

Social Report [012019 - 122019] – past financial year

of De Berkel. All information about the sent and received questionnaires is entered in the online tool FAIRFORCE. Some external producers have their own Code of Conduct in line with the core labour standards of the ILO.

Complaints handling

As a result of the transition process and merging of the 2 companies, the QM Manager, Mrs. Annegret Dyck is responsible for monitoring complaints. The QM has the authority from the GM to take the decisions about the need for an investigation, to discuss the complaint with the management of the production companies and to reach agreement on improvement plans. The employees report is provided in writing to the Managing Director or the QM-Manager. If an oral explanation is desired, an opportunity is provided to do so.

Complaints in 2019

No complaints were submitted in 2019.

Training and capacity building

ACTIVITIES TO INFORM STAFF MEMBERS

The personnel of Teamdress Holding GmbH, as well as the personnel of the production sites, are sufficiently informed about FWF's Code of Labour Practices (it is put on the general black board at every factory). Starting in April 2019, the membership of Teamdress Holding GmbH with FWF was announced in a separate Email to all employees of Teamdress Holding GmbH in addition.

The implementation of FWF's Code of Labour Practices is applied to the daily operations standard at Teamdress Holding GmbH and De Berkel as well as at all the production sites where we manufacture. The colleagues involved in the implementation of the monitoring activities have been trained to fulfil this role. A further training activity is planned for 2020.

ACTIVITIES TO INFORM AGENTS

Teamdress Holding GmbH does not work with agents or intermediaries.

ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

Joining the Fair Wear Foundation is highly appreciated by all our partner companies, both on the sales side as well as on the production and purchasing side.

The production locations are regular visited by our own management team who verify whether the agreements made in the area of working conditions are being permanently observed.

Regardless of who visits a factory, the topic of CSR and FWF's Code of Labour Practices is always a very important one and is on the agenda when we talk to the managers or the employees. This applies to the managing director, the production supervisors as well as the management team.

This ongoing process begins with a review of whether FWF's CoLP has been posted and continues with a review of health and safety facilities and the question of whether employee representation exists.

The improvement plans are also discussed regarding the feasibility of the implementation of such plans and possible "step by step" measures which are economical feasible.

The QM is planning the audits according to FWF's guidelines for each calendar year and is advising the production units with enough notice so that full cooperation can be provided at the time of the audit.

Information management

Improvement plans have been drawn up according to the 2018 "Brand Performance Check" and resulting CAP's, which has led to the improvement labour standards in the factories. The production locations are supported in the implementation of improvement plans by the QM-Manager. The QM-Manager can guide the improvement plans during implementation. If required, necessary financial investments are made.

The Teamdress Group is well known among most employees of the manufacturers and especially in the Export departments of the contractors. Our production supervisors who are continuously at site of the producer act as a representative (eyes and ears) of the Teamdress Group towards the employees.

There is daily contact with the company owned factories in Poland, Moldova and the Ukraine from various departments and any possible problems are brought to the management's attention.

The register of suppliers is kept up to date by the production and planning department.

Together with the "Planning and Production Department", the managing director of Teamdress Holding GmbH determines where the company produces, whereby the production site is always subject to FWF's Code of Labour Practices.

Social Report [012019 - 122019] – past financial year

Experience shows that production companies meet our requirements in terms of working conditions as Teamdress has a very limited supplier base with longstanding supplier relationships.

Transparency & communication

Customers regularly inquire whether our clothing has been produced in a socially responsible manner. The sales team is guiding the customer to FWF's website as well as to the website of the German "Grüner Knopf" www.gruener-knopf.de/

Further we use the following routes of communication to illustrate our association with FWF:

- a) On our website
- b) On our stationery
- c) On our promotional material
- d) The Annual Social Report will be published on FWF's website.

Stakeholder engagement

The countries where TDH produces have strong labour legislation, protecting workers rights, wages and working conditions. The governments in these countries ensure that this legislation is properly applied.

De Berkel B.V. offers help to the most impoverished in Eastern Europe through the provision of clothing and the sponsorship of the Mother Teresa Foundation.

When doing active market research within the group's customers many customers indicated that sustainable products are becoming increasingly valuable and important and that this angle of the procurement is becoming continuously more important. We expect sustainable procurement to be written into European law as it has already been done in France.

The Moldovan production company, as a Teamdress Holding GmbH owned factory, is a member of the APIUS initiative of the Moldovan Employers' Association of Light Industry. The organization initiated a project to implement an integrated quality management system (according ISO 9001) and a system of health and safety at work (according ISO 45001)

Corporate Social Responsibility

The corporate culture of “Teamdress Holding GmbH” and “De Berkel B.V.” is based on continuity, proven by its 100-year-old company tradition.

Choices are therefore determined by the effects on the planet, people and sustainable profitability. We would like to point out that shareholders are not driven by short-term profit, which is often at odds with the principle of sustainable “continuity”.

For “Teamdress Holding GmbH” and “De Berkel B.V.,” Sustainable Entrepreneurship is the interplay between Corporate Social Responsibility (CSR) and Ecological Responsibility (EVO). The consistent attention to performing as a Sustainable Enterprise has been translated into several monitoring and certification systems.

De Berkel B.V. is a member of MVO Nederland (Corporate Social Responsibility of the Netherlands). More information about this declaration can be found at www.mvonderland.nl.

Teamdress holding has its first production unit “STeP” certified to be able to produce goods under the label “**Made in Green** by ÖKOTEX” compliant.

ISO-14001 environmental management system

De Berkel B.V. is a certificate holder and complies with the laws and regulations. We are committed to continuous improvement of our environmental performance and control of environmental risks. Based on the chain philosophy, all preferred suppliers of De Berkel B.V. have been selected based on ISO-14001 certification.

OEKO-TEX Standard 100

OEKO - TEX Standard 100 is a test and certification system for textiles. The standard focuses on the limitation of the use of harmful substances in relation to the health of the end user/ wearer. Although the label is thus focused on health aspects of the textile product, the guidelines for the use of harmful substances also overlap with the ecological dimension of sustainability.

Teamdress Holding and De Berkel B.V. require its preferred suppliers of textiles to be certified in accordance with this standard. This is guaranteed by the ISO-9001 quality management system.

Fair Wear Foundation

“Teamdress Holding GmbH” and De Berkel B.V. is a joint member of Fair Wear Foundation. FWF organization aspires to promote and monitor good and fair working conditions in the clothing

Social Report [012019 - 122019] – past financial year

industry, particularly in countries where clothing is produced for the markets of the European community.

For this purpose, Fair Wear Foundation has developed a code of conduct for clothing companies. This code of conduct is based on the internationally recognised standards of the International Labour Organization (ILO). Companies that participate in Fair Wear Foundation implement the labour standards mentioned in the code of Labour Practices and accept Fair Wear Foundation's control of actual improvement of working conditions at the members' suppliers. Furthermore, Fair Wear Foundation is a widely accepted initiative, supported by Dutch employers' organisations in the fashion industry (MODINT and Mitex), trade unions (FNV) and development organizations (Clean Clothes Campaign, Novib und the "Grüner Knopf"). More information can be found at www.fairwear.org.

Supporting Mother Teresa Foundation

The Mother Teresa Foundation offers help in all forms to the most impoverished people in Eastern Europe. This without distinction by origin, religion, gender and age. They generate funds through sponsorship and the sale of new clothing in the Netherlands and new and used clothing in Romania. The proceeds are used to support many projects by providing food, fuel and clothing packages to those who need them. Many schools are equipped with good furniture and sometimes they have been restored. In addition, several hospitals and clinics have been provided with good beds, instruments, operating tables and clothing. De Berkel B.V. supports the Mother Teresa Foundation financially and by sending excess stock clothing to Romania.

Our textile school cooperation in Moldova

Near its factory in Moldova, De Berkel B.V., as a participant in a subsidy project, trains around 25 Moldovans a year. These are 16/17-year-old girls who are trained to become a needlewoman in one year after finishing high school. After a successful conclusion of their course, the young seamstresses are offered an employment contract with our own factory.

Kindergarten Poland

The Groups shareholders have engaged in a project to build a Kindergarten adjacent to the factory grounds to host 60 children of the age between 1 year and 6 years old.

This facility will provide the staff with good day care facilities with the children being nearby to the workplace, which is very much desired by the staff, so they are close to the children in case of need.