



**schijvens**  
CORPORATE FASHION

since 1863

# SUSTAINABILITY REPORT '18

SCHIJVENS CORPORATE FASHION

# Content

## ABOUT US

- 4 INTRODUCTION
- 6 ABOUT US
- 8 SOCIAL RESPONSIBILITY
- 10 LIVING WAGES
- 12 ENVIRONMENTAL RESPONSIBILITY



## PARTNERS

- 16 SOURCING
- 19 OUR PARTNERS



## HOW DOES IT WORK?

- 22 IMPLEMENTATION OF CAP'S TRANSPARANCY & COMMUNICATION AND COMPLAINTS HANDLING
- 23 STAKEHOLDER ENGAGEMENT AND TRAINING

## SUMMARY

- 27 GOALS AND ACHIEVEMENTS



There is no beauty in the  
finest cloth if it makes  
hunger and unhappiness

– Mahatma Gandhi







# Introduction

We feel strongly about Corporate Social Responsibility. Our company and our production sites are affiliated with the Fair Wear Foundation, an organization that is dedicated to good working conditions. We find it naturally, respect for people and the environment and concern for the future.

As sustainability is embedded in our company's DNA, it isn't a surprise that we are affiliated with organizations, such as Fair Wear Foundation, the Agreement of Sustainable Garment and Textile and the Bangladesh Accord on Fire and Building Safety, which helps us monitoring our production partners and improve labour conditions.

As of last year Schijvens is in the top category and therefore 'leading' within Fair Wear Foundation. All of our production partners are audited and under monitoring. We strive for good and longterm relationships with our partners and work closely together with them on realizing improvements in their facilities.

We are currently making big steps within both social and environmental aspects. In 2017 we launched our living wage tool, and implemented living wages in our factory in Turkey. We are very pleased that our project was rewarded by Fair Wear Foundation for the 2017 Best Practice Award. In the meantime we rolled out this project to our production partner in Pakistan, where we are currently investigating the living wages.

Regarding the environmental aspect, we already delivered 30% of our total production in recycled yarn. In addition, more than 100.000 pieces of worn old clothing are collected from our customers. We strive to be completely circular. As our industry is the second most polluting on earth, we have to turn things around. Recycling is no longer important, it is necessary. If you are talking about sustainability on the longterm and the well-being of humanity on this planet and the lives of our children, we have to change.

You will find more detailed information about our sustainable goals and achievements in this report. Enjoy reading!

Shirley Rijnsdorp-Schijvens, Jaap Rijnsdorp-Schijvens CEO  
Jeske van Korven CSR

# About us

Schijvens is a family owned business that has been designing, producing and distributing corporate clothing since 1863 for retailers, facility service providers and logistics companies. A team of 25 enthusiastic people from the Netherlands takes care of the customers. We think with the customer right from the start: custom tailor-made designs.

The workwear designs are casual and modern, rightly the collections have won the 'Corporate Fashion Award' year after year. Besides designing and producing, you can choose that we manage your stock and distribute it from our own distribution centre to all desired locations.

The T'riffic collection is established due to desires from the building industry and it exists out of six different collections; Solid, Ego, Titan, Storm, Switch and 4Tex. Each collection has its own specific characteristics, but it is ideal to combine different styles. T'riffic is exquisite, because of the perfect fitting and the casual look. Moreover T'riffic can be delivered from stock, therefore it can be ordered in small quantities.

Especially for her customers in the Middle East, Schijvens has an office in Dubai and since 2016 the majority stake in the production facility in Turkey, in order to optimize and lead her 'product life-cycle'.

Along with our own production facility, Schijvens considers all suppliers as valuable partners. We are very proud of our many long years of collaboration with the production partners in Bangladesh, China, Turkey, Portugal, Pakistan, UAE and in Morocco.

Sustainability is embedded in the company's DNA, so it isn't a surprise that Schijvens is affiliated with organizations, like Fair Wear Foundation, Higg Index and the Agreement on Sustainable Garment and textile.

We all strive to realize smiles on the faces of the people who wear the clothes, as well as the people who make them.









# Social Responsibility

## Fair Wear Foundation

Since 2010 we are a member of Fair Wear Foundation, which is a non-profit organization that works with brands, factories, trade unions, NGO's and sometimes governments to verify and improve workplace conditions for garment workers in 11 production countries in Asia, Europe and Africa. FWF is an independent foundation, which is supported by the Dutch government and it operates in accordance with the ILO-standards.

Membership of FWF results in an obligation to submit all production information, including all factory details. FWF investigates the labour conditions at the production locations where we source from. All the findings from audits are reported and discussed with our partners. Together with factories we follow up on all the corrective actions.

## Schijvens is 'leading'

Annually we as a brand are reviewed by FWF on our efforts and performances. All of our factories are audited and under monitoring. We are rewarded with the title 'leader', which means we are in the top category within FWF.

## Collaboration

Furthermore, we have signed the IMVO Covenant for the Sustainability of the Textile Industry. We are also certified by, or involved with ISO14001, ISO9001, Bangladesh Accord, Singtex Scafe, Higg-Index/SAC, ECAP, Better Buying, Remo, Modint, MVO Nederland and Made-By.

## Focus

Our focus is currently on the implementation of living wages. This is a complex, but very important element of the Code of Labour Practices. We already made a great start with our living wage project in Turkey, which is now rolled out to Pakistan. Besides living wages we are also focusing on reducing overtime and increasing workers awareness, so people in the factories are aware of their rights, which we all find highly important.

We really put a lot of energy into ensuring that the fundamental rights of our workers are respected. Step by step improvements are realized in all production facilities that we are affiliated with.

*Schijvens is affiliated with...*



IRBC Agreements

*Agreement on Sustainable Garments and Textile*







# The winner is... Schijvens!

Schijvens is the proud winner of the 2017 Best Practice Award, an annual award bestowed by the Fair Wear Foundation. FWF is committed to realizing good working conditions in the clothing industry. Schijvens has proven it is possible to pay a living wage in Turkey and this has been rewarded with the award.

End of 2016 we bought a share of 80% in a garment factory in Turkey. Because our partner was facing problems with running the company, we made the decision to invest in it, so we could continue our partnership, that already exists for over 10 years.

When we went through the bookkeeping, it appears that only the minimum wage has been paid including social costs. Bonuses and overtime hours were paid "black", so no social returns were saved for that part, which is a common situation in Turkey. We adjusted this first, so the employees received all entitled social costs.

From the start of the project the factory has calculated all labour minutes of all production, so we are aware how much labour is needed for producing our garments. Next to that we did research on the monthly costs of the people in the factory. We really involved the workers in setting the right benchmark as they were asked to provide all their monthly costs, and advised what they think they should receive to cover all their expenses.

We faced some challenges along the way, such as wages being paid under the table, without proper registration systems, and figuring out the needs of local workers and the importance of raising all salaries, not only the lowest ones, to maintain wage difference that reflect workers' skills and experience.

However in the end a fair wage was established after the research was conducted and in close consultation with the employees in our own factory in Turkey. This new fixed wage allows for a sufficient amount of food, rent, healthcare, education, clothing, transport and savings. Exactly what an item of clothing should cost has also been carefully looked into, in order to be sure a living wage is incorporated in this.

With our project in Turkey, we made a start towards living wages. Our tool was introduced to our other suppliers during our annual supplier meeting last year. The project is rolled out to Pakistan, where we are working on implementing a living wage.

In the end we want to copy our tool to all of our suppliers, so we can be sure that all the people involved in making our collections receive enough money to live from. The upcoming years we will put a lot of effort in this.





# LIVING WAGE

## Wat is a living wage?

"Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income." Employees in the garment industry often only receive a minimum wage, which is in most cases not enough money to live from, so they are struggling to make ends meet.

Here's a behind-the-scenes look at the making of the FWF Best Practice video. On the photo you see Hakim, which is a worker in our factory in Turkey. Check below Youtube link for the full video.



"FWF Best Practice: how Schijvens established a living wage in Turkey"

<https://www.youtube.com/watch?v=jfYmE1cKBrc&t=176s>

## PAY GARMENT WORKERS A LIVING WAGE



A worker should be able to afford:



A living wage is a human right, for all people, all over the world



[www.cleanclothes.org](http://www.cleanclothes.org)

# Environmental Responsibility

## Polluting industry

We realize that our industry is the second most polluting on earth. Therefore we are putting great efforts into changing the industry and are striving to realize a circular economy.

Our quest began with a mix of cotton and polyester recycled yarn that was strong enough for work clothing and preferably made from our own old clothes, so that we could reuse the waste heap and, as it were, become our own raw material supplier.

We have now formed a partnership with our Turkish producer of recycled yarn. He makes yarn for us from 50% old textile (of which 2/3rd comes from worn textile and 1/3rd from cutting waste) mixed with 50% old PET polyester (made from old polyester clothing, PET bottles, fishing nets and what is already supplied in PET material).

The inclusion of PET polyester makes the material strong enough to knit and weave fabrics all over again. The addition of the old textile makes the fabrics wearable and comfortable, and we no longer need to grow new cotton, which saves an enormous amount of water and means that these cotton fields can eventually be used to grow other crops.

A circular process was born.

## Process

When you engage in our circular process, we place smaller pedal buckets with recycling bags in your branches and larger roll containers at large collection / distribution centres. The smaller bags are then finely meshed and collected at larger collection points and then taken to the social workshop where the goods are sorted according to colour and quality. Afterwards the clothing returns to Turkey where it is shredded or melted.

These fibres are mixed with bored cutting waste and melted bored PET polyester in a blow-room. The mixed fibres are then used to make a wick, which is then spun into yarn.

This yarn remains in Turkey or is shipped to Asia, after which we have it woven and knitted into a cloth and eventually make new garments out of it.

## What does this mean?

An overall reduction between "virgin" cotton/polyester and recycled cotton/polyester for one average poloshirt for example is roughly equivalent to a saving of 72 showers and 3 months of non-stop television watching.

For most of our customers, it will quickly take millions of showers and tens of thousands of years to watch TV per customer on an annual basis!

## Affiliations

Schijvens is affiliated with CSR-Covenant of The Social and Economic Council of the Netherlands (SER) and The European Clothing Action Plan (ECAP). The covenant is an agreement between the Dutch Government and the Dutch textile companies and NGOs on international responsible business conduct, that aims to improve the sustainability of international production and supply chains.

The European Clothing Action Plan is an exciting new project that will bring environmental and economic benefit to the clothing sector. Its holistic approach encompasses sustainable design, production, public procurement, consumption, collection and recycling through to reprocessing. The project focuses on the clothing supply chain specifically to reduce waste and to bring about effective waste recovery.

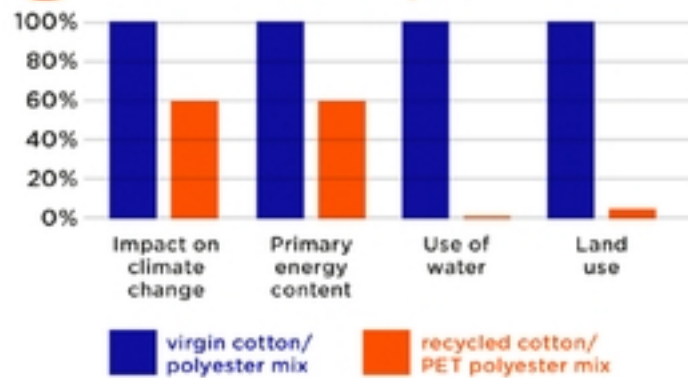




# THE CIRCULAR PROCESS



## Environment impact



## Recycled items for the circular process

Schijvens 15-01-19:

Collected at client

1 0 7 . 3 0 4

Delivered in rec.

1 2 0 . 8 4 2

In production rec.

1 3 4 . 3 5 7



1 t-shirt  
katoen  
4000  
liter water



Circulair concept

200  
miljoen kg  
textiel  
in Nederland  
verspild



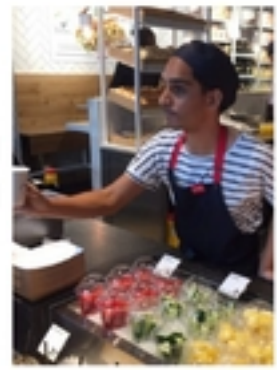
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**Winner of Corporate Fashion Award 2018  
in the sustainable category**



Did you know that: **Schijvens already collected 107.000 pieces of outworn work wear.** In the Netherlands 6 million people wear a company uniform which equals one third of the Dutch population. *99% of water is saved when work wear is made from old bottles and work wear.* The Netherlands on its own produces 200 million kilograms textile waste each year. **Globally only 3% of textile waste is recycled.** Schijvens strives to produce 100% circular by 2020. *4000 liters of water is needed to produce just one kg cotton.* **40% of energy and CO2-emissions are saved when Schijvens recycles old work wear.** Soil where they used to grow cotton now can be used to grow nutrition. Hostel chain Stayokay was our launching customer of circular workwear. **SCHIJVENS WON THE CORPORATE FASHION AWARD 2018 IN THE CATEGORY SUSTAINABILITY.** **With our circular process two enormous bulks of waste are reduced.**

# SOURCING

## Sourcing strategy

Sourcing is part of our buying department, consisting of the buying manager (CEO), project coordinator and junior buyer. Our aim is making sure that quality is being delivered and guarded under the best circumstances for all those involved. Contact with suppliers, negotiating about prices and production planning are all part of our daily work. We have a manual for all suppliers, which shows how we believe a partnership should work. This includes FWF's Code of Labour Practices. Signing our manual allows the suppliers to become partners, a valuable word for Schijvens. We believe in cooperation as equal partners, as it strengthens the relationship between both parties and mutual support can be provided.

The most important criteria for Schijvens when sourcing for new suppliers are; quality and workmanship, social compliance, environmental responsibility, price and delivery terms. Regarding the social compliance, each manufacturer will be given the opportunity to make improvements where needed in terms of labour conditions. The willingness to cooperate with us, as a FWF affiliate, is highly valued in our sourcing decisions. Although we realize that the implementation of the Code may be a long process, change must be evident. We are always encouraging and supporting the factories with the corrective actions. However if suppliers are not able and willing to cooperate, we are unfortunately forced to end the partnership eventually. Disagreements or tensions are always extensively discussed before we make such a decision of course. All production locations are monitored during the year on their performances. They are rated on different key elements, including CSR. Factories that score well, will automatically receive more orders.

## Products and pricing

Retailers request us to design tailored clothing, which will be their corporate wear for several years. Therefore we are not tied to seasonal collections.

We deliver collections in which summer and winter garments are combined. Also for our workwear brand T'riflic, each collection has both winter and summer garments, which are on stock throughout the year.

We maintain open price calculations towards our customers, so they are aware of how the price is built up. This also includes the margins of both the factory and Schijvens, so they can actually see if the price seems fair for everyone. We also expect from our suppliers to work with open costprice calculations. We are not there yet for all our partners, but we are heading in the right direction. Working with such a system allows us to see if we pay fair prices for our garments.

## Supplier relations

We work with around 10 production partners worldwide, where we all have a great relationship with.

Since the end of 2016 we have our own factory in Turkey and in Pakistan we have our own production floor, where a lot of our production is made.

In India we faced difficulties with our factory for a long period of time. In 2018 we were forced to end our relationship, after long periods of trying to resolve issues and work together on improving labour conditions in the factory. The management was unfortunately not willing to cooperate with us, and they also don't agree with a lot of the findings, which makes it impossible take any steps in the right direction. On top of that we faced issues with other elements, such as leadtimes. We already decreased our production there slowly over the last years, and will no longer work with the factory in the next bookyear.

In China we also faced some challenges, as several factories are obligated by the Government to move their facilities. When all factories are settled on their new location, we will arrange new audits with FWF of course.



# *Our* Production Locations







# Our Partners

## TURKEY

Since the end of 2016 we have our own factory in Turkey. This production location is audited twice in 2017, and in the same year training was provided by FWF for both workers and management on labour rights.

Since the establishment of the factory a lot of progress has been made. Most of the corrective actions are resolved, including a lot of the health and safety issues. Our biggest accomplishment is that we finished our living wage project in Turkey and as of August 2017 all employees in the factory receive a living wage.

Our biggest focus point is reducing the overtime. To resolve this we are improving the planning system, we hired more people in the production line and a electronic time keeping system was implemented, to keep track of all the working hours.

Besides our own factory in Turkey we work with two other factories in the same area. When our factory is fully booked we always have options to outsource production to another facility.

One of the facilities is audited in 2017. Unfortunately this factory is mainly full, therefore we are not able to outsource any production there. Which makes it also more difficult to

work on complex corrective actions, such as wages and overtime. However the factory did make changes, including the optimized complaint system and the establishment of a worker committee. Missing information in employment contracts and personnel files are improved and missing policies are implemented. Also many health and safety issues are handled and social securities of all employees are implemented.

Recently we also started working with another production location in Mersin, as we needed another supplier that is more flexible with their production lines. This factory is audited by BSCI in the beginning of 2018. We visited the facility, and also discussed the status of the CAP, which is handled by several brands together. From the follow up audit many health and safety issues were mentioned, of which several have been resolved in the meantime, like optimizing a visible fire alarm and providing personal protective equipment. Working hours for pregnant woman and young adults have been limited, no overtime is allowed anymore for them.

Our main focus is on implementing the remaining health and safety issues, implementing social insurance for all employees and reducing overtime in general.

## PAKISTAN

A high percentage of our production is outsourced to our partner in Pakistan, where we have our own production floor. In 2018 a follow up audit was carried out in the factory in Pakistan that we work with. Several improvements have been realized in comparison to the previous audit. One of the findings was that back then a lot of people were hired on temporarily basis, while they were actually entitled to a permanent contract. The factory, step by step changed the system, and now all people have a permanent contract. Also with regards to health and safety a lot of improvements are booked.

The facility is also working on an "Environmental Application" from Environment Protection Agency (EPA) but this is still under process.

In 2018 the management and workers were trained on social compliance and their labour rights, which was a great success.

After finishing our living wage project in Turkey, we rolled out our project to this factory in Pakistan and we are still working on investigating the living wage benchmark. We visited the factory twice in 2018, and involved also the workers in the process.



**BANGLADESH**

We are working with one supplier in Bangladesh, which is a big production location, with a great insight in social compliance. One of our struggles is training and informing all employees about FWF's Code of Labour Practices and the complaint mechanism, because the factory is quite big. Therefore they joined FWF's training program. This program focuses, besides the awareness about FWF and labour rights, on developing systems to prevent violence against women, including the establishment of a functional anti-harassment committee, and it is still ongoing. In the follow up audit of this year, it was noted that still not many workers are aware of FWF CoLP and the grievance system is not effective, so there is still work to do. Besides the FWF audit, the facility is also under monitoring of the Accord, which focuses on fire and building safety. This is still in progress, although many of the corrective actions have already been resolved. As we joined the Accord last year, we have now better insight in the progress. Other elements we are still working on are; wages, overtime and handling the remaining health and safety issues.

**PORTUGAL**

No FWF audits have been conducted in our factory in Portugal, while it is a low risk country and a very small part of our production is outsourced to this location. We have meetings with the factory management, where the importance of social compliance and the labour conditions in the factory are discussed. The company has indicated that they also support the Code of Labour Practices and have informed their workers accordingly. Every time we have a meeting with the factory, this will always be discussed, so we all keep updated. In 2018 the factory is moved to a new location and we are planning a visit in the beginning of this year.

**INDIA**

In 2018 we were forced to end our relationship with the factory in India, as they were not willing to work together with us on making any improvements regarding labour conditions in the factory. Because of the social compliance issues, and also other concerns like delivery delays, we decided to slowly move all of our production to other facilities, which was already just a small amount. After a long period of trying, we were left no choice.

**UNITED ARABIC EMIRATES**

The factory in Sjarjah has been re-audited in 2018. We were very satisfied with the results. There were no issues found on health and safety. The wages in the factory are good and no excessive overtime is found. All overtime hours are within law and voluntary for the workers. The main focus was on creating more awareness amongst the workers on the FWF's Code of Labour Practices. This is already arranged by the factory last year. Another great finding is that twice a year the factory is inspected on health and safety issues by an independent organization. Unfortunately unions or worker committees are not allowed in UAE. We are still figuring out what the possibilities are within this country for this factory.

In imitation to our study trip to Turkey three years ago, we went with our entire team to the Middle East in the beginning of 2018. It was a great success and a learning experience, where we got to see the Schijvens office in Dubai, and the costume factory in Sjarjah.

**MOROCCO**

We started working with a new factory in Morocco recently, which was audited in 2018. Corrective actions were that some employees are not considered permanent, while entitled to. Workers were not aware about FWF CoLP and complaint helpline. Also the grievance mechanism must be optimized. We are working on checking possibilities for training and try to encourage women to participate in supervisory positions. During the audit there were only a few health and safety issues noted, they have all been resolved.

**CHINA**

We are working with four factories in China, which are all audited by FWF and under monitoring. Unfortunately three of our factories have to move to a different location, which is required by the Chinese Government, as they are relocating factories in China. We will plan new audits in 2019, after everyone is settled in a new location. One of the factories is able to stay at their current location. This facility recently participated in FWF's WEP training, a follow up audit has been done in July. In China our biggest concern is transparency regarding working hours and wage records, which we are really trying to resolve and making sure we get insight in the correct numbers.

*Our partners in Pakistan won  
the 2018 Supplier Award...*



# HOW DOES IT WORK?

## Implementation of the CAP's

FWF audits our production locations and provides us an action plan with all improvements that need to be realized. All these action plans, including the comments and updates are kept digitally. We also have an overview including a time frame for each factory, so we can keep track of the status. We try to visit the facilities as often as possible, to discuss developments with our partners. Unfortunately it is not possible to visit all the factories on a regular basis throughout the year, therefore we mainly discuss the corrective actions by phone and mail.

We have agreements with the suppliers that our garments will not be subcontracted. During audits this element is always investigated. If subcontracting is identified we will take measures. Firstly we will start an investigation and have a conversation with the factory. Depending on the outcomes, we can give the factory another chance, or we will end the partnership. The outsourcing of some production processes, such as printing and embroidering is allowed. We have gathered the information of those subcontractors, and these are added to the supplier database, so FWF and Schijvens have insight in all these locations. Subcontractors are also aware of FWF and the complaint mechanism. They are obliged to provide FWF's worker information sheet at the facility and inform their employees about it.

## Transparency & Communication

Schijvens is open and transparent towards the general public and customers. We mainly communicate through our own website, blog and social media. Schijvens reports about all CSR related activities, such as our partnership with FWF and new developments and initiatives within the textile industry. Recently we also shared our developments regarding CSR on the several radio stations and national newspaper.

Schijvens is open towards their customers on what production locations are being used. We also discuss our involvement in CSR directly with our partners, by showing them what we are involved in and providing them alternative sustainable fabrics for example. Progress made in the implementation of FWF's Code of Labour Practices is also communicated to the general public, mainly through the social report, which is published annually. Important highlights are also shared directly with customers.

## Complaints Handling

The FWF's worker information sheet including the labour standards and complaint mechanism is available at all our production locations. We are encouraging our suppliers to not only inform the workers about their rights and the Code of Labour Practices, but to also stimulate workers to provide suggestions and complaints, if required. We are also informing them about the effectiveness of a grievance system and all factories provide complaints and suggestion boxes within the facilities.

As soon as there is a complaint, this will be discussed with the factory. An official document is made about the complaint and an action plan and root cause analysis will be developed to resolve the issue, together with the factory and also to reduce the risks of this happening again in the future.

The number of complaints are slightly increasing over the past several years. This means that the FWF's complaint line is becoming more known amongst the employees in the factories and people are aware of the Code of Labour Practices and their rights. Overall it is good to see that workers are reaching out for advice and help when necessary.

Over the last year we received two complaints in total, one in Turkey and one complaint in India. One of the complaints in Turkey was done right after the implementation of the living wages. Two of the employees claimed to quit their jobs, as form of negotiations for a higher salary. The amount of salary they were requiring was extremely high, a lot more than they were earning before, and not fair towards the other employees. We could not approve this required salary, therefore we accepted their resignation.

In the factory in India, there were filed several complaints over the last year, regarding involuntarily overtime, wage increasements, paid leave and bonuses. Employees in the factories demanded better working conditions, and the management closed down the factory. This was of course not the reaction the workers had hoped for, so they filed a complaint with FWF that the facility should reopen, otherwise they didn't receive any salary. The issues are still ongoing unfortunately. However before this complaint was made, we already decided to end our relationship with the factory, because of their unwillingness and negative attitude towards improvements to the working environment, as a consequence we were forced to move our production elsewhere.



## Stakeholder Engagement

We attend important CSR related events provided by different organizations where there is always the opportunity to have discussions together with other affiliates and stakeholders. This always leads to new input and ideas, that we can apply to our own strategies and procedures.

We also use different resources from FWF to extend our knowledge, through news publications, the living wage portal and country studies for example, so we are aware of the latest developments. In general 'overtime' and 'living wages' are currently key concerns. As also the "fire and building safety" issues, especially in Bangladesh. We always make sure we stay updated on these concerns. We joined for example FWF's living wage incubator, which is a platform for brands with a wage project, which is very helpful to get more knowledge and expertise on this subject.

A few years ago we also became acquainted with the Sustainable Apparel Coalition, which is an internationally known platform founded by the biggest textile brands in the world.

## Training

Our entire team has followed training about CSR and FWF. Throughout the year we have several moments that we discuss the highlights, so everyone is familiar with new developments and achievements. Of course for our sales team it is highly important that what we believe in and stand for, is communicated to our customers. In order to really make a difference, we need our partners to stand behind us of course.

The persons who are directly involved in the execution of monitoring activities also attend different training courses during the year. FWF provides information on the hand of their experiences, best practices and how issues can be handled and solved. Besides that, it is also interesting and beneficial to discuss concerns with other FWF members. Also our staff is participating in other CSR related training courses, provided by other organizations, like Made By for example.

They have invented the HIGG-index, a performance check tool where you can benchmark performances at social and environmental level. With this tool we have rated ourselves at Schijvens; where do we perform well or better than the market and where can we improve? This helped us to get a clear insight of our performance and the required actions. We could easily build our strategic plans on this information. Also all of our suppliers are participating in the HIGG-index.

Together with many other Dutch brands, Schijvens also signed the Dutch Agreement on Sustainable Garment and Textile. All parties who have signed this agreement, have to do a due diligence investigation on CSR. This includes risks and concerns within the chain, how improvements can be realized and in what time frame. Not only on social, but also on environmental issues. Besides signing this agreement, Schijvens is also a member of the steering group. We are putting a lot of effort in making this agreement a success.

Several years ago Schijvens celebrated their 150th anniversary and also invited all our suppliers. They participated in a training represented by both FWF and Schijvens. The suppliers spoke very openly about their own opinions and experiences and discussed this with each other. It was a great and successful initiative to inform and involve these partners. Since then every year a supplier meeting is organized, where we have conversations openly about all different kind of topics. On a regular basis we also communicate with suppliers about their labour conditions, workshops or developments and issues regarding CSR through e-mail, phone and meetings. Many partners are enthusiastic about training courses and different factories have already participated in the Workplace Education Program, which is an initiative of FWF to inform workers about their obligations and rights. We are encouraging the factory owners to let us arrange these programs for them. We also stimulate the facilities to discuss CSR with their employees and provide training courses themselves. We are also participating in a project from Better Buying, which gives our suppliers the opportunity to rate us as their partner, so we can also improve from outside.



FWF'S BRAND  
PERFORMANCE CHECK '18

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SCORE 8,6  
LEADING  
100% AUDITED

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# HIGHLIGHTS

SCHIJVENS WINS FWF'S BEST PRACTICE AWARD FOR LIVING WAGE PROJECT IN TURKEY. **STUDY TRIP TO THE MIDDLE EAST WAS A GREAT SUCCESS.** *SCHIJVENS JOINS BANGLADESH ACCORD ON FIRE AND BUILDING SAFETY.* **30% OF OUR COLLECTIONS ARE COMPLETELY RECYCLED.** LIVING WAGE PROJECT ROLLED OUT TO FACTORY IN PAKISTAN. *SCHIJVENS IS LEADING WITHIN FAIR WEAR FOUNDATION.* WE ACHIEVED AN OVERALL SCORE OF 8,6 IN FWF'S BRAND PERFORMANCE CHECK. **TRAINING ON WORKER RIGHTS WAS CONDUCTED AT FACTORY IN PAKISTAN.** SCHIJVENS EMPLOYEES ARE LEARNING TURKISH TO COMMUNICATE BETTER WITH TURKISH COLLEAGUES IN OWN FACTORY. **Lydia from the Dutch consulate in Shanghai did her sustainability internship at Schijvens.**









# SUMMARY

## Accomplishments

We are always striving to keep improving the labour conditions in all our production facilities together with our partners. All factories are audited and under monitoring. Our main focus is on the implementation of living wages. We are still participating in the Living Wage Incubator, which is facilitated by FWF to help brands with their individual living wage projects. In 2017 we finished our project in Turkey, where all of our employees are receiving a living wage. This means they receive sufficient money to cover all basic needs, which is often not the case in garment factories. We are very pleased that FWF has rewarded our project with the 2017 Best Practice Award. After completing the project in Turkey, we rolled it out to Pakistan.

Annually we as a brand are rated on our social performances. In the last Brand Performance Check we achieved an overall score of 8,6 points, we are still leading within FWF, which is a title for members, who are doing exceptionally well and are operating at an advanced level. Besides FWF, we are also affiliated with other organizations like the Bangladesh Accord, IMVO Covenant and the Higg Index.

On environmental compliance we are making huge steps. We have delivered over 30% of our production in completely recycled yarns, and the demand from our customers is immensely increasing. In addition, we collected more than 100.000 pieces of worn old clothing from our customers, which are all made into new garments. In 2018 we won the Corporate Fashion Award with the CSU collection in the category sustainability.

## Our partners

We consider all of our production locations as partners, and our good long-term relationships are highly valued. Since the 150th anniversary of Schijvens, an annual supplier meeting is organized somewhere in the world. It is a great opportunity to discuss issues and struggles on CSR together openly with each other. All of our suppliers are always very enthusiastic about the event, which makes it a great success every year. In 2018 the meeting was held in Karachi, where our Pakistan supplier won the annual supplier award.

## Challenges

There is already a lot accomplished on sustainability, however there is still work to do. Our biggest social challenges are the reduction of overtime, increasing workers awareness at our production locations and the implementation of living wages. Regarding the environmental aspect, we are working on increasing recycled yarns and implement more sustainable trimmings in our collections. Our goal is to be 100% circular by 2021. We are very excited to work on these aspects!



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