



Brand Performance Check

Nudie Jeans Co.

Publication date: July 2021

This report covers the evaluation period 01-01-2020 to 31-12-2020

About the Brand Performance Check

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

Fair Wear's Brand Performance Check is a tool to evaluate and report on the activities of Fair Wear's member companies. The Checks examine how member company management systems support Fair Wear's Code of Labour Practices. They evaluate the parts of member company 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 product locations, and most product locations work for many different brands. This means that in most cases Fair Wear member companies have influence, but not direct control, over working conditions. As a result, the Brand Performance Checks focus primarily on verifying the efforts of member companies. Outcomes at the product location level are assessed via audits and complaint reports, however the complexity of the supply chains means that even the best efforts of Fair Wear member companies cannot guarantee results.

Even if outcomes at the product location level cannot be guaranteed, the importance of good management practices by member companies cannot be understated. Even one concerned customer at a product location 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 product location 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 Fair Wear'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 member company 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.

This years' report covers the response of our members and the impact on their supply chain due to the Covid-19 pandemic which started in 2020. The outbreak of the Covid-19 pandemic limited the brands' ability to visit and audit factories. To ensure the monitoring of working conditions throughout the pandemic, Fair Wear and its member brands made use of additional monitoring tools, such as complaints reports, surveys, and the consultation of local stakeholders. These sources may not provide as detailed insights as audit reports. To assess outcomes at production location level, we have included all available types of evidence to provide an accurate overview of the brands' management systems and their efforts to improve working conditions. Nevertheless, brands should resume verifying working conditions through audits when the situation allows for.

Brand Performance Check Overview

Nudie Jeans Co.

Evaluation Period: 01-01-2020 to 31-12-2020

Member company information	
Headquarters:	Goteborg , Sweden
Member since:	2009-11-01
Product types:	Garments, Clothing, Fashion apparel
Production in countries where Fair Wear is active:	India, Tunisia, Turkey
Production in other countries:	Italy, Lithuania, Poland, Portugal, Sweden
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
Scoring overview	
% of own production under monitoring	98%
Benchmarking score	84
Category	Leader

Summary:

Nudie Jeans has shown advanced results on performance indicators. With a monitoring percentage of 98% and a benchmarking score of 84, the brand remains in the 'Leader' category for the eighth consecutive year.

Corona Addendum:

Nudie Jeans was quite resilient throughout the year. All staff at the headquarters of Nudie Jeans went on 60% furlough. Nudie Jeans offered flexible delivery times and generous payment terms for its retailers. It supported many global initiatives, including the ILO Call to Action, the COVID-19 Statement from MSI's (Fair Wear was a part of this initiative), and is named in the Ethical Fashion Report's COVID Fashion Commitment.

Nudie Jeans started 2020 as a solid and healthy brand and hence could absorb the impact of COVID-19. Nudie Jeans had to reschedule the launches of its products due to the longer delivery times. To overcome this issue, Nudie Jeans decided to include more basic styles in the winter collection to enable the suppliers to handle their own capacity instead of making use of the capacity of subcontractors.

Due to its strong systems, Nudie Jeans could respond in a sustainable way to the pandemic. Nudie Jeans held close contact with all suppliers and monitored all developments in each production country. The brand acted proactively based on its risk analysis and the acute needs of the factories.

Nudie Jeans was in close contact with all its suppliers throughout the year. Some factories communicated that they received more orders from other clients. Other factories had peak times after the lockdown, so they had less time to keep up with the planned production. As a result of the dialogues with the suppliers, in which the suppliers expressed the higher pressure on production, Nudie Jeans reduced its winter collection to accommodate the suppliers' capacity and its fabric deliveries. Nudie Jeans could also replan some of its production over different production locations in close contact with these factories within its monitored supplier base. Nudie Jeans did not cancel any existing orders. Nudie Jeans also ensured more flexible delivery dates to handle the capacity.

Nudie Jeans also made additional advance payments for salaries at selected suppliers to support their temporary situation.

Nudie Jeans conducted a risk analysis per country and factory. The brand weighed the likelihood of occurrence and the impact of potential threats and vulnerabilities, including the government support on COVID-19. Nudie Jeans also sent out a survey to map the impact of COVID-19. The brand prioritized its actions based on this information. The CSR team shared this analysis with different teams at Nudie Jeans and updated it regularly. The team collected information from various sources, including the Fair Wear COVID-19 dossier.

Despite the challenging situation due to COVID-19, Nudie Jeans has decided to proceed with its Living Wage project and started expanding to a factory in India and Turkey, together with three Fair Wear member brands.

Performance Category Overview

Leader: This category is for member companies 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 Fair Wear's belief that member companies who are making a serious effort to implement the Code of Labour Practices—the vast majority of Fair Wear member companies—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 member companies will receive a 'Good' rating.

Needs Improvement: Member companies 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. Member companies 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: Member companies 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. Member companies 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
1.1a Percentage of production volume from production locations where member company buys at least 10% of production capacity.	78%	Member companies with less than 10% of a production location's production capacity generally have limited influence on production location managers to make changes.	Supplier information provided by member company.	4	4	0

Comment: Nudie Jeans has 58 active suppliers located in Italy, Portugal, Tunisia, Turkey, Poland, Lithuania, Sweden and India. In comparison with 2019, the percentage of production volumes from production locations where Nudie Jeans buys at least 10% of production capacity dropped from 89% to 78%. This volume dropped due to the reduction of orders because of COVID-19 and because Nudie Jeans onboarded new suppliers in the tail end.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.1b Percentage of production volume from production locations where member company buys less than 2% of its total FOB.	32%	Fair Wear provides incentives to clothing brands to consolidate their supplier base, especially at the tail end, as much as possible, and rewards those members who have a small tail end. Shortening the tail end reduces social compliance risks and enhances the impact of efficient use of capital and remediation efforts.	Production location information as provided to Fair Wear.	0	4	0

Comment: The percentage of production locations where Nudie Jeans buys less than 2% of its total FOB increased from 10% to 32%.

Recommendation: Fair Wear recommends Nudie Jeans Co. to consolidate its supply base. Shortening the tail will reduce the social compliance risks the member is exposed to and will allow the member to improve working conditions in a more efficient and effective way. It is advised to describe the process of consolidation in a sourcing strategy that is agreed upon with top management/sourcing staff.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.2 Percentage of production volume from production locations where a business relationship has existed for at least five years.	84%	Stable business relationships support most aspects of the Code of Labour Practices, and give production locations a reason to invest in improving working conditions.	Supplier information provided by member company.	4	4	0

Comment: Nudie Jeans is keen on managing long-term relationships with suppliers. 84% of its FOB was produced at locations where a business relationship has existed for at least five years.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.3 All (new) production locations are required to sign and return the questionnaire with the Code of Labour Practices before first bulk orders are placed.	Yes	The CoLP is the foundation of all work between production locations and brands, and the first step in developing a commitment to improvements.	Signed CoLPs are on file.	2	2	0

Comment: Nudie Jeans was able to show all signed and returned questionnaires. In 2020, Nudie Jeans started producing at eight new locations.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.4 Member company conducts human rights due diligence at all (new) production locations before placing orders.	Advanced	Due diligence helps to identify, prevent and mitigate potential human rights problems at suppliers.	Documentation may include pre-audits, existing audits, other types of risk assessments.	4	4	0

Comment: At a sourcing country level, Nudie Jeans has developed an evaluation of supplier countries with Human Development Index, Democracy Index, Global Peace Index, Corruption Perception Index forming the basis to define the lowest acceptable score to allow production in those countries. At existing supplying countries, if the total score of the country falls below the defined criteria for more than two consecutive years, the brand's policy requires that a plan of withdrawal is established within six months.

When more capacity or new capacity is needed, Nudie Jeans first checks if the current suppliers can take on this new capacity. If this is not the case, Nudie Jeans will investigate new suppliers in the countries it already sources from.

At a supplier level, a 'Factory Assessment Manual' is used as an assessment tool during first visits to new or potential new suppliers. Normally, the brand's team visits all new suppliers before orders are placed. A discussion with the supplier using the manual already informs the supplier about the brand's expectations requiring the supplier to be transparent and cooperate on addressing issues pertaining to the Code of Labour Practices. The manual also ensures that the brand checks and captures information pertaining to potential subcontracting and findings from existing audit reports. After buyers and designers have had their first meeting to discuss a new product, the sustainability manager meets with buyers to discuss possible sourcing countries and production locations. In this way, the sustainability department can avert possible risks at an early stage. The willingness of the factory management to cooperate and be transparent is a very important element when deciding to start a business relationship.

Nudie Jeans started investigating a new denim supplier in Turkey in early 2020. Nudie Jeans decided to pause this investigation as the staff could not visit the potential production locations themselves due to COVID-19. Nudie Jeans took the decision to not search for new suppliers in 2020. The brand did start production at new suppliers which the staff already had visited in 2019.

Nudie Jeans conducted a risk analysis to identify the highest risks of disrupting human rights caused by COVID-19. This risk analysis was executed per country and per production location. The ranking was based on potential threats, vulnerabilities, contextual factors, government support and the likelihood of happening. The CSR staff collected information from conversations with local stakeholders, numerous Fair Wear webinars, COVID-19 dossier and other relevant information.

Nudie Jeans sent out a survey to map the impact of COVID-19 for the suppliers. Nudie Jeans used the outcomes of this survey as input for the dialogues with the suppliers and to monitor the precautions taken in the factories.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.5 Production location compliance with Code of Labour Practices is evaluated in a systematic manner.	Yes, and leads to production decisions	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.	2	2	0

Comment: Nudie Jeans worked on developing a monitoring system for years, and it implemented it for the first time in 2020. In this system, all departments can score each supplier on performance, from finance and supply chain to CSR and product development. This cross-departments evaluation makes it easier to objectively discuss the performance of the suppliers. The CSR manager has the overall responsibility for this scoring system. Input from all departments is weighing in on the performance relevant for their work. The involved staff discusses the total scoring per supplier. During this meeting, the whole team also weighs in the CAP-fulfilment, the audit performance and its follow up. When a supplier scores below a certain number, the team discusses the reasoning of the lower scoring etc. Nudie Jeans plans to also use this scoring mechanism for subcontractors in the future. Nudie Jeans discusses the outcomes of this system with the suppliers.

As Nudie Jeans mostly have only one product type made at each supplier, the order stock fluctuates with changes in sales. This means that it is hard to reward a supplier with more orders when they improve their performance regarding code compliance. Nudie Jeans does not weigh in sustainability when dividing orders between suppliers as it believes that all suppliers are on a high level and the decision is more due to technical issues and choice fabrics connected to a certain supplier.

Nudie Jeans has started phasing out of two suppliers in Italy. Nudie Jeans has repeatedly discussed their performance and offered many possibilities to support improving the situation. The management of the factory understands that they keep underperforming on quality. Nudie Jeans tried its best to keep this relationship, but it felt impossible to continue. Nudie Jeans takes responsibility for its stock and will phase out in 2021. This whole process took over two years to make the final decision to end the relationship.

Nudie Jeans held close contact with all of its suppliers throughout the year. Most locations could still be visited regularly by local agents, who monitored the situation. The frequency of the visits depended on the local situations and potential risks. Nudie Jeans held monthly calls with its suppliers, or more when needed. Based on the risk analysis, the member prioritized its actions. None of the suppliers needed to close down, and all suppliers are still in business. Some of the suppliers received even more orders from clients who used to source from suppliers which needed to close their doors, and because some brands relocated to for example Portugal to source closer to their own country. This rise in production requests led to longer lead times.

Nudie Jeans focused on a tighter collection, in dialogue with the suppliers. The core products with fabrics on stock were bought as reorders throughout the year, giving the suppliers better planning for the production.

Nudie Jeans did not cancel but reduced orders. In dialogue with the suppliers and based on the capacity of the suppliers, they decided on the reduction.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.6 The member company's production planning systems support reasonable working hours.	Strong, integrated systems in place.	Member company production planning systems can have a significant impact on the levels of excessive overtime at production locations.	Documentation of robust planning systems.	4	4	0

Comment: Nudie Jeans' production planning has four collections a year, a big spring and autumn collection and a relatively smaller summer and winter collection. That apart, the member brand has collections and running styles, which are never out of stock items.

The lead time for production varies for different product groups, depending on, if a new fabric is developed or if existing stock yarns are being used. For garments with longer lead times for fabrics and production, the brand pre-estimates the quantity and places the orders a month earlier than other orders.

Nudie Jeans is aware of the production capacity of all factories and knows which production lines are used for their production and how much time it costs to complete their order. The brand engages with suppliers regarding peak and low seasons and tries to place orders that are running during the whole year more specifically to the supplier's low seasons to balance their workload. The brand also works closely with suppliers through the production cycle, helps them prioritise orders and tracks their progress on a weekly basis. In case forecasting is not possible, the brand books an estimated capacity in advance at the supplier.

In 2020, as a result of the dialogues with suppliers, Nudie Jeans reduced the winter collection. Some factories received more orders from other clients. Other factories had peak times after the lockdown, so had less time to keep up with the planned production. Nudie Jeans reduced its orders to accommodate the capacity of the suppliers and its fabric deliveries. Nudie Jeans did not cancel any existing orders.

Nudie Jeans closely monitored all locations, especially when factories were in lockdown. The suppliers in India, Tunisia and Turkey had to deal with lockdowns. The amount of work was a bit higher upon return, the suppliers requested flexible delivery dates to handle this capacity without influencing the working time. Nudie Jeans did reduce and reschedule its launches of products to enable suppliers to keep the capacity as usual, without asking to work overtime.

Nudie Jeans already works with quite flexible delivery windows to mitigate the risk of excessive overtime. Nudie Jeans always prefers transportation by boat, but will use air freight if it is really urgent - the costs will be on Nudie Jeans' account. In 2020, due to the lockdowns, Nudie Jeans had to use some flights for its production, to make the deadline of the global campaigns.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.7 Degree to which member company mitigates root causes of excessive overtime.	Intermediate efforts	Some production delays are outside of the control of member companies; however there are a number of steps that can be taken to address production delays without resorting to excessive overtime.	Evidence of how member responds to excessive overtime and strategies that help reduce the risk of excessive overtime, such as: root cause analysis, reports, correspondence with factories, etc.	3	6	0

Comment: Nudie Jeans had looked into the excessive overtime tool, but due to priorities and language issues, Nudie Jeans has not used it yet.

The factory in India had to deal with a huge staff turnover. The shortage of staff at the factory did not cause overtime, as the production also went down, due to the cancellation of other brands sourcing in this factory.

Recommendation: Nudie Jeans could discuss with factory management on the causes of excessive overtime, using the tool for excessive overtime, and provide support to manage overtime. If necessary, Nudie Jeans could hire local experts to analyse the root cause of excessive overtime in cooperation with the supplier. Fair Wear could recommend qualified persons upon request.

Fair Wear recommends cooperating with other customers at the factory to increase leverage when trying to mitigate excessive overtime hours.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.8 Member company can demonstrate the link between its buying prices and wage levels in production locations.	Intermediate	Understanding the labour component of buying prices is an essential first step for member companies towards ensuring the payment of minimum wages – and towards the implementation of living wages.	Interviews with production staff, documents related to member's pricing policy and system, buying contracts.	2	4	0

Comment: Nudie Jeans aspires that their prices and efforts should allow for payment of living wages. Normally, suppliers of Nudie Jeans give price estimations, and the company expects that these are set in a way that minimum wage is covered. This is later checked by auditing. At all factories of Nudie Jeans that have been audited the wage levels matched or exceeded legal minimum wage.

In 2020, Nudie Jeans had a lot of discussions on the breakdown of prices. All suppliers have been very helpful and transparent on their prices, but it is an intensive project to have insights into all correct margins and to have the correct information to determine the prices. As sustainability is part of Nudie Jeans' selection process, the suppliers are actively cooperating.

All main suppliers in Turkey, Tunisia and India which were not in the current Living Wage program yet, filled in the labour minute costing sheet.

In the current onboarding of new suppliers, the topic of open costing and transparency is discussed and weighed in the sourcing decision.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.9 Member company actively responds if production locations fail to pay legal minimum wages and/or fail to provide wage data to verify minimum wage is paid.	Yes	If a supplier fails to pay minimum wage or minimum wage payments cannot be verified, Fair Wear member companies are expected to hold management of the supplier accountable for respecting local labour law. Payment below minimum wage must be remediated urgently.	Complaint reports, CAPs, additional emails, Fair Wear Audit Reports or additional monitoring visits by a Fair Wear auditor, or other documents that show minimum wage issue is reported/resolved.	0	0	-2

Comment: Nudie Jeans checked the payment of legal minimum wages as part of its survey. After discussions with the suppliers, Nudie Jeans identified one factory in India that was in need of extra payment, due to COVID-19. Nudie Jeans decided to pay this extra amount.

The suppliers in India, Tunisia and Turkey had to deal with lockdowns. All suppliers confirmed payment of legal minimum wages during the lockdown.

Nudie Jeans had an ongoing discussion with a supplier in Tunisia during 2019 and 2020, together with a member brand and Fair Wear local team to clarify the CBA levels, as the audit CAP indicated it was too low. The factory claimed that it had followed the correct CBA and employees are paid accordingly, while the audit team said it wasn't correct. Nudie Jeans cross-checked the received payslips with the local team, which in the last email was confirmed to be according to the updated CBA from 1 Jan 2020.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.10 Evidence of late payments to suppliers by member company.	No	Late payments to suppliers can have a negative impact on production locations 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 production location and member company financial documents.	0	0	-1

Comment: Nudie Jeans was able to show there were no late payments due to COVID-19.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.11 Degree to which member company assesses and responds to root causes for wages that are lower than living wages in production locations.	Advanced	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach	Evidence of how payment below living wage was addressed, such as: Internal policy and strategy documents, reports, correspondence with factories, etc	6	6	0

Comment: The management of Nudie Jeans decided to proceed with the Living Wage program end of 2020, working together with three other member brands. Nudie Jeans decided to expand the project to a supplier in India and Turkey, to tackle the root causes of not paying a living wage in these countries.

Nudie Jeans identified a lack of social dialogue in Tunisia. Its production locations have worker representatives and unions who are engaged and active in Tunisia, to help enrol increasing wages. In 2020, Nudie jeans could accomplish less than foreseen due to COVID-19. Nudie Jeans received the cost breakdown of its main supplier in Tunisia, but did not find the opportunity in 2020 to discuss this breakdown. The training on social dialogue, which was due in 2020, also needed to be postponed.

By including other member brands in the Living Wage program, Nudie Jeans shows that it is determined to tackle the root causes of not paying a living wage.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.12 Percentage of production volume from factories owned by the member company (bonus indicator).	None	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 member company's score.	Supplier information provided by member company.	N/A	2	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.13 Member company determines and finances wage increases.	Advanced	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach.	Evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, correspondence with factories, etc.	6	6	0

Comment: Nudie Jeans acknowledges the issue of payment of living wages as an important topic throughout its supply chain and is a focus area for the brand.

As part of the Living Wage program, Nudie Jeans is determined to map the wage levels at 100% of its suppliers to meet the living wage standards. In 2020, Nudie Jeans accomplished 47% of the mapping. Nudie Jeans accomplished to implement 30% of the living wage payment of its main suppliers in high-risk countries. Nudie Jeans uses the Global Living Wages estimate as a living wage benchmark in India, but often Nudie Jeans uses the factory's own survey of its employees regarding a local living wage benchmark.

It extended the program to a factory in India and Turkey, results will be visible from 2021. As Nudie Jeans shows that it systematically implements finance approaches in its suppliers base, it receives the advanced score.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.14 Percentage of production volume where the member company pays its share of the target wage.	7%	Fair Wear member companies are challenged to adopt approaches that absorb the extra costs of increasing wages.	Member company's own documentation, evidence of target wage implementation, such as wage reports, factory documentation, communication with factories, etc.	2	6	0

Comment: Nudie Jeans has been paying its share of the living wage at two units of an Indian supplier since 2016 and has extended this to the knitting and spinning units of this supplier in 2019.

Recommendation: Nudie Jeans is encouraged to roll out its approach to other suppliers.

Purchasing Practices

Possible Points: 52

Earned Points: 39

2. Monitoring and Remediation

Basic measurements	Result	Comments
% of production volume where an audit took place.	59%	
% of production volume where monitoring requirements for low-risk countries are fulfilled.	39%	To be counted towards the monitoring threshold, FWF low-risk policy should be implemented. See indicator 2.9. (N/A = no production in low risk countries.)
Member meets monitoring requirements for tail-end production locations.	Yes	
Requirement(s) for next performance check		
Total monitoring threshold:	98%	Measured as percentage of production volume (Minimums: 1 year: 40%; 2 years 60%; 3 years+: 80-100%)

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 Fair Wear 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 CSR team, which are also coordinating environmental issues, consists of three people. The Sustainability Manager has the overall responsibility and is part of the MT.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.2 Quality of own auditing system meets FWF standards.	Member makes use of FWF audits and/or external audits only	In case Fair Wear teams cannot be used, the member companies' own auditing system must ensure sufficient quality in order for Fair Wear to approve the auditing system.	Information on audit methodology.	N/A	0	-1

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.3 Audit Report and Corrective Action Plan (CAP) findings are shared with factory and worker representation where applicable. Improvement timelines are established in a timely manner.	Yes	2 part indicator: Fair Wear 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

Comment: Nudie Jeans shares audit reports, discusses CAP and agrees on timelines with its production locations in a timely manner. When worker representatives are present, the factory management is asked to involve them. The CAP's show that the worker representatives were present at least in the first meeting and during the final discussions. Since 2020, Nudie Jeans actively requests to involve the worker representatives when planning an audit. Nudie Jeans offers training on social dialogue to factories that do not have worker representatives.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.4 Degree of progress towards resolution of existing Corrective Action Plans and remediation of identified problems.	Intermediate	Fair Wear considers efforts to resolve CAPs to be one of the most important things that member companies can do towards improving working conditions.	CAP-related documentation including status of findings, documentation of remediation and follow up actions taken by member. Reports of quality assessments. Evidence of understanding relevant issues.	6	8	-2

Comment: Normally, Nudie Jeans assesses the specific risks in the countries it sources from on a systematic basis and decides monitoring activities based on these assessments. When planning an audit, Nudie Jeans makes an evaluation based on the current status, taking into account the latest audits and follow up on CAPs, status on complaints and the related communication. Nudie Jeans plans to re-audit the suppliers every two to three years, or more if required. Nudie Jeans works with the same monitoring system for high-risk and low-risk countries, including subcontractors. Nudie Jeans holds close communication with suppliers regarding the CAP's. It discusses what the brand can do to improve the working conditions and try to involve local stakeholders as well. Documentation of the CAP is done in a CAP excel sheet which is accessible for all Nudie Jeans staff.

Nudie Jeans conducted a risk analysis to prioritize support to suppliers. Nudie Jeans collected input for this analysis from different sources, among others the Fair Wear COVID-19 dossier and country-specific information. All suppliers are still in business and did not have to lay off any workers. It supported the suppliers in mitigating risks, for example on health and safety measures.

In 2020 Nudie Jeans showed progress on CAP follow up of audits done in five factories in India and Tunisia.

Based on the risk analysis and the communication with all suppliers, Nudie Jeans prioritized its actions. Nudie Jeans has taken safety precautions at all suppliers. Nudie Jeans showed photos of suppliers who monitored temperature, of more handwashing facilities, of awareness posters of COVID-19 in the factories. Local doctors visited the dormitories and factories at some suppliers. Suppliers reduced shifts and created more distance between the workers. Local authorities in Tunisia did not allow to work with full capacity, which had an impact on the delivery of the production. Nudie Jeans received a lot of photos as evidence of the COVID-19 measures.

The supplier in India experienced a huge staff turnover. Most workers went back to their home villages during the lockdown. It was difficult for the factory to stay in contact with all the workers to pay them the full salary. The factory left places open for half a year for the workers to come back. A lot of workers did not come back, so the factory had to hire a lot of new workers. This huge staff turnover affected the quality of the production as well as the speed of the production. The factory requested to conduct an audit in November to check on the status, a lot of issues arose which required to follow up. Nudie Jeans put it in a CAP overview and is in close contact with the supplier to improve the situation.

The local agent in Tunisia monitored closely the situation at the suppliers. There was one audit finding on excessive overtime in a printing subcontractor in South Tunisia. Nudie Jeans had difficulties following up on this finding. This subcontractor has a complex time recording system in place, it is not clear if it makes use of it all the time. Nudie Jeans and its local agent had difficulties communicating with this supplier. The audit was done in March 2020, just before the pandemic started. The local agent could not travel to South Tunisia anymore, which made it more complex to follow up on the audit and monitor the situation. Nudie Jeans and the local agent tried to follow up and improve the situation, but Nudie Jeans is not sure if the situation has improved. As soon as it is allowed, the local agent or Nudie Jeans will travel to this location.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.5 Percentage of production volume from production locations that have been visited by the member company in the previous financial year.	not applicable	Due to the Covid-19 pandemic, brands could often not visit their suppliers from March - December 2020. For consistency purposes, we therefore decided to score all our member brands N/A on visiting suppliers over the year 2020.	Member companies should document all production location visits with at least the date and name of the visitor.	N/A	4	0

Comment: As travel was restricted due to the COVID-19 pandemic, this indicator is not applicable in 2020 for all Fair Wear members.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.6 Existing audit reports from other sources are collected.	Yes, quality assessed and corrective actions implemented	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.	3	3	0

Comment: BSCI reports are also collected or at least shared on-site during meetings at the production locations. The quality of the audits is assessed by the Sustainability manager and remarkable issues raised in conversation with the factory management.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.7 Compliance with FWF risk policies.	Advanced result on all relevant policies	Aside from regular monitoring and remediation requirements under Fair Wear membership, countries, specific areas within countries or specific product groups may pose specific risks that require additional steps to address and remediate those risks. Fair Wear requires member companies to be aware of those risks and implement policy requirements as prescribed by Fair Wear.	Policy documents, inspection reports, evidence of cooperation with other customers sourcing at the same factories, reports of meetings with suppliers, reports of additional activities and/or attendance lists as mentioned in policy documents.	6	6	-2
Compliance with FWF enhanced monitoring programme Bangladesh	Policies are not relevant to the company's supply chain			N/A	6	-2
Compliance with FWF Myanmar policy	Policies are not relevant to the company's supply chain			N/A	6	-2
Compliance with FWF guidance on abrasive blasting	Advanced			6	6	-2
Compliance with FWF guidance on risks related to Turkish garment factories employing Syrian refugees	Advanced			6	6	-2
Other risks specific to the member's supply chain are addressed by its monitoring system	Advanced			6	6	-2

Comment: 2% of its FOB is produced in Turkey. There are no indications of the employment of Syrian refugees in the Fair Wear audits. Nudie Jeans wanted to explore this further down the supply chain, to investigate what the cotton pickers face in Turkey. Nudie Jeans joined the Sag Salim program in October 2020. This program focuses on identifying Syrian refugees in the supply chain. It uses social media to reach farmers and educate their workers on their rights.

Different sources were used to monitor the risks in Turkey, to verify the information. Nudie Jeans shared the worker videos with Turkish suppliers

A risk specific for Tunisia, the most important sourcing country for Nudie Jeans with 54% of the FOB, is the use of short-term contracts, which leads to precarious employment. Nudie Jeans did not manage to work actively to trace this due to other priorities in 2020. Nudie Jeans knows however that one supplier has ongoing work on enrolling the workforce to permanent contracts.

5% of its FOB is produced in India. MT had prioritized India as the country with the most potential risks, based on the risk analysis. Critical issues as hunger, domestic violence and no freedom of movement came out of the risk analysis in India. Nudie Jeans developed CAPs to tackle these risks. like safety measures in the busses and distribution of food packages. In close collaboration with the suppliers and local NGOs, Nudie Jeans decided to not directly support suppliers with donations, but instead move forward with the Living Wage program (see 1.8), which has more impact on the longer term. When Nudie Jeans found out that one factory could not pay for cotton seeds, Nudie Jeans decided to finance it. Nudie Jeans shared the Fair Wear worker videos with the Indian suppliers.

Nudie Jeans does not source in Bangladesh or Myanmar and sandblasting is forbidden as per Nudie Jeans' policy which is included in the brand's Code of Conduct that factories have to comply with.

Based on the risk analysis, Nudie Jeans identified India as the country with the highest risks due to COVID-19. Nudie Jeans decided to financially support cotton seeds for one factory and an additional payment of knitting mills in India. Other than that it decided to not donate money, but instead, move on with the Living Wage project as that has a long-term impact. Nudie Jeans' suppliers took health and safety precautions to avoid the spread of COVID-19 by adding plastic dividers between the working stations, availability of hand sanitation and scanning the workers at the entrance.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.8 Member company cooperates with other FWF member companies in resolving corrective actions at shared suppliers.	Active cooperation	Cooperation between customers increases leverage and chances of successful outcomes. Cooperation also reduces the chances 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.	2	2	-1

Comment: Nudie Jeans always works together with other Fair Wear members when sourcing from the same supplier. Nudie Jeans often takes the lead.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.9 Percentage of production volume where monitoring requirements for low-risk countries are fulfilled.	100%	Low-risk countries are determined by the presence and proper functioning of institutions which can guarantee compliance with national and international standards and laws. Fair Wear has defined minimum monitoring requirements for production locations in low-risk countries.	Documentation of visits, notification of suppliers of Fair Wear membership; posting of worker information sheets, completed questionnaires.	2	2	0

Member undertakes additional activities to monitor suppliers.: Yes (1)

Comment: Nudie Jeans applies the same time period of three years to organise audits at suppliers in low-risk countries. When Nudie Jeans wants to follow up on issues earlier than three years, the brand will organise an audit in between to check on the status.

Due to COVID-19, the company policy of Nudie Jeans was not to travel. Although the regulation allowed travelling to Portugal again at the end of 2020, the staff decided not to travel. Local agents could travel within their country to visit the different locations. Nudie Jeans set up regular meetings with them. It was new for Nudie Jeans and for the agents to rely on the monitoring skills of the agents. Nudie Jeans organised meetings on how to best monitor the supplier in times of COVID-19.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.10 Extra bonus indicator: in case FWF member company conducts full audits at tail-end production locations (when the minimum required monitoring threshold is met).	Yes	Fair Wear encourages its members to monitor 100% of its production locations and rewards those members who conduct full audits above the minimum required monitoring threshold.	Production location information as provided to Fair Wear and recent Audit Reports.	2	2	0

Comment: Nudie Jeans does not make a distinction between tail-end suppliers and main suppliers. Eight audits were organised in 2020.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.11 Questionnaire is sent and information is collected from external brands resold by the member company.	No external brands resold	Fair Wear believes it is important for affiliates that have a retail/wholesale arm to at least know if the brands they resell are members of Fair Wear or a similar organisation, and in which countries those brands produce goods.	Questionnaires are on file.	N/A	2	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.12 External brands resold by member companies that are members of another credible initiative (% of external sales volume).	No external brands resold	Fair Wear believes members who resell products should be rewarded for choosing to sell external brands who also take their supply chain responsibilities seriously and are open about in which countries they produce goods.	External production data in Fair Wear's information management system. Documentation of sales volumes of products made by Fair Wear or FLA members.	N/A	3	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.13 Questionnaire is sent and information is collected from licensees.	No licensees	Fair Wear believes it is important for member companies to know if the licensee is committed to the implementation of the same labour standards and has a monitoring system in place.	Questionnaires are on file. Contracts with licensees.	N/A	1	0

Monitoring and Remediation

Possible Points: 26

Earned Points: 26

3. Complaints Handling

Basic measurements	Result	Comments
Number of worker complaints received since last check.	2	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.	1	
Number of worker complaints resolved since last check.	1	

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 Fair Wear membership, and cannot be successfully managed on an ad-hoc basis.	Manuals, emails, etc., demonstrating who the designated staff person is.	1	1	-1

Comment: The Sustainability manager who is responsible for Nudie Jeans' overall sustainability work is also the designated contact point for the social aspects and addressing worker complaints.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.2 Member company has informed factory management and workers about the FWF CoLP and complaints hotline.	Yes	Informing both management and workers about the Fair Wear Code of Labour Practices and complaints hotline is a first step in alerting workers to their rights. The Worker Information Sheet is a tool to do this and should be visibly posted at all production locations.	Photos by company staff, audit reports, checklists from production location visits, etc.	2	2	-2

Comment: Nudie Jeans always checks whether the Fair Wear Code of Labour Practices is posted at all factories. In 2020, the local agents confirmed the visibility of the posters of the CoLP and complaints helpline.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.3 Degree to which member company has actively raised awareness of the FWF CoLP and complaints hotline.	85%	After informing workers and management of the Fair Wear CoLP and the complaints hotline, additional awareness raising and training is needed to ensure sustainable improvements and structural worker-management dialogue.	Training reports, Fair Wear's data on factories enrolled in the WEP basic module. For alternative training activities: curriculum, training content, participation and outcomes.	6	6	0

Comment: In the last three years, the brand organized WEP Basic training at three production locations in Tunisia and Turkey, of which a WEP training in Tunisia in 2020.

Nudie Jeans received photos and videos of workers watching the WEP videos of 2020 in India and Turkey.

Nudie Jeans has discussed with other members to organise an online supervisor and management training for the shared suppliers and to also offer the WEP training on social dialogue. It will be carried out in 2021.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.4 All complaints received from production location workers are addressed in accordance with the FWF Complaints Procedure.	Yes + Preventive steps taken	Providing access to remedy when problems arise is a key element of responsible supply chain management. Member company involvement is often essential to resolving issues.	Documentation that member company has completed all required steps in the complaints handling process.	6	6	-2

Comment: Nudie Jeans has a process in place when receiving a complaint: immediately after receiving the complaint, Nudie Jeans will set up a meeting with its own staff and, if applicable, with other Fair Wear members, to discuss how to handle the complaint and divide the roles. Nudie Jeans informs the supplier without disclosing sensitive details. A CAP is set up and Nudie Jeans follows the progress. Depending on the complaint, Nudie Jeans will visit the supplier accompanied by an external consultant or a Fair Wear audit team member. In certain cases, Nudie Jeans will involve the local production team or an NGO to collaborate with.

Nudie Jeans received two complaints in 2020.

One complaint was received in March from a Turkish worker. A worker filed a complaint regarding the misbehaviour of the administrative staff. The management acknowledged the situation, which was influenced by tensions around the COVID-19 outbreak and a recent earthquake. The factory management immediately shared steps to prevent it. The complaint is resolved.

The second complaint was received in December from Turkey, just after the earthquake in Izmir. The factory, as well as the workers, were anxious. According to the complaint, some workers felt pressured to work overtime. The management of the factory did want to take all personal situations into account, but at the same time, they needed to manage the workload. The factory requested to work overtime, but it was not required to work overtime. Since this complaint was received in December 2020, the steps to remediate this complaint were taken in 2021.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.5 Cooperation with other customers in addressing worker complaints at shared suppliers.	Active cooperation	Because most production locations supply several customers with products, involvement of other customers by the Fair Wear member company can be critical in resolving a complaint at a supplier.	Documentation of joint efforts, e.g. emails, sharing of complaint data, etc.	2	2	0

Comment: The brand works closely with other Fair Wear members to solve the complaints and tackle the root causes of complaints.

Complaints Handling

Possible Points: 17

Earned Points: 17

4. Training and Capacity Building

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.1 All staff at member company are made aware of FWF membership.	Yes	Preventing and remediating problems often requires the involvement of many different departments; making all staff aware of Fair Wear membership requirements helps to support cross-departmental collaboration when needed.	Emails, trainings, presentation, newsletters, etc.	1	1	0

Comment: In 2020, due to COVID-19 even more frequent than in 2019, the global staff of Nudie Jeans have been continuously updated on progress and relevant information in meetings as well as through its information portal. A monthly sustainability newsletter is sent to all staff of Nudie Jeans.

Nudie Jeans educated the sales staff in the shops on the transparency tool launched in December 2020 (see indicator 6.2) so that they can show it to the consumers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.2 All staff in direct contact with suppliers are informed of FWF requirements.	Yes	Sourcing, purchasing and CSR staff at a minimum should possess the knowledge necessary to implement Fair Wear requirements and advocate for change within their organisations.	Fair Wear Seminars or equivalent trainings provided; presentations, curricula, etc.	2	2	-1

Comment: During the year, the sustainability, supply chain and product development team have regular evaluations of suppliers to discuss their performance. The sustainability manager is responsible for bringing up critical issues related to working conditions or health and safety risks that might affect the production and is responsible to keep all staff informed of Fair Wear requirements.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.3 All sourcing contractors/agents are informed about FWF's Code of Labour Practices.	Yes + actively support COLP	Agents have the potential to either support or disrupt CoLP implementation. It is the responsibility of member company to ensure agents actively support the implementation of the CoLP.	Correspondence with agents, trainings for agents, Fair Wear audit findings.	2	2	0

Comment: Nudie Jeans collaborates with agents who support quality control and production planning. They also actively contribute to the implementation of the Fair Wear Code of Labour Practices. These agents are responsible for explaining the questionnaire in the local language and are involved in CAP follow-up.

Nudie Jeans makes sure that the local agent is also carefully involved in all communications and the follow up on CAPs. The monthly sustainability newsletter is also shared with all agents and staff in production countries.

The Turkish agents are very committed to sustainability issues themselves and help Nudie Jeans to carefully follow up according to the Fair Wear standards.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.4 Factory participation in training programmes that support transformative processes related to human rights.	3%	Complex human rights issues such as freedom of association or gender-based violence require more in-depth trainings that support factory-level transformative processes. Fair Wear has developed several modules, however, other (member-led) programmes may also count.	Training reports, Fair Wear's data on factories enrolled in training programmes. For alternative training activities: curriculum, training content, participation and outcomes.	1	6	0

Comment: In the last three years, the brand organized WEP Violence Prevention module at a production location in India and a WEP factory dialogue in a Turkish production location.

Nudie Jeans planned to organise several transformative WEP trainings, but due to COVID-19, the planned training program had to be cancelled.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.5 Degree to which member company follows up after a training programme.	No follow-up	After factory-level training programmes, complementary activities such as remediation and changes on brand level will achieve a lasting impact.	Documentation of discussions with factory management and worker representatives, minutes of regular worker-management dialogue meetings or anti-harassment committees.	0	2	0

Comment: Normally, Nudie Jeans sets up peer to peer learning between workers. Depending on the staff turnover at a supplier, it remains challenging to maintain the level of knowledge.

In 2020 a lot of workers of the factory in India left, who received a lot of training (see indicator 2.4). So Nudie Jeans will set up a new training program in this factory for the new workers.

As many training programs were cancelled in 2020, there was also less follow up on training.

Training and Capacity Building

Possible Points: 13

Earned Points: 6

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 member companies to first know all of their production locations.	Supplier information provided by member company. Financial records of previous financial year. Documented efforts by member company to update supplier information from its monitoring activities.	6	6	-2

Comment: Nudie Jeans has an ongoing monitoring system in place. All suppliers have to fill in a file to document all steps of the production. Nudie Jeans verifies when being on-site, or via its local agents. Nudie Jeans double checks all the input with the factory management.

Nudie Jeans shows full transparency of its production cycle on the website. In 2020 Nudie Jeans started looking into different technologies to trace its full supply chain even better.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
5.2 CSR and other relevant staff actively share information with each other about working conditions at production locations.	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

Comment: Nudie Jeans uses an information portal that is accessible to all colleagues. Especially in 2020, when the situation changed frequently due to COVID-19, all teams updated this portal actively and discussed it during regular meetings.

Information Management

Possible Points: 7

Earned Points: 7

6. Transparency

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.1 Degree of member company compliance with FWF Communications Policy.	Minimum communications requirements are met AND no significant problems found	Fair Wear's communications policy exists to ensure transparency for consumers and stakeholders, and to ensure that member communications about Fair Wear are accurate. Members will be held accountable for their own communications as well as the communications behaviour of 3rd-party retailers, resellers and customers.	Fair Wear membership is communicated on member's website; other communications in line with Fair Wear communications policy.	2	2	-3

Comment: Nudie Jeans communicates about Fair Wear through the company website. That apart they use social media (twitter, facebook, and Instagram) to redirect consumers and other stakeholders to sustainability-related content on their website and to communicate about Fair Wear membership.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.2 Member company engages in advanced reporting activities.	Supplier list is disclosed to the public.	Good reporting by members helps to ensure the transparency of Fair Wear's work and shares best practices with the industry.	Member company publishes one or more of the following on their website: Brand Performance Check, Audit Reports, Supplier List.	2	2	0

Comment: Nudie Jeans published an extra transparency tool on its website in December 2020. This tool discloses transparency of the supply chain per product, on each product page. Nudie Jeans started this project in 2013.

Nudie Jeans has signed the Transparency Pledge.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.3 Social Report is submitted to FWF and is published on member company's website.	Complete and accurate report submitted to FWF AND published on member's website.	The social report is an important tool for members to transparently share their efforts with stakeholders. Member companies should not make any claims in their social report that do not correspond with Fair Wear's communication policy.	Social report that is in line with Fair Wear's communication policy.	2	2	-1

Transparency

Possible Points: 6

Earned Points: 6

Additional comments on Transparency :

Nudie Jeans is featured in the COVID Ethical fashion report, where it is listed with the brands that followed all areas of the COVID-19 fashion commitment.

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 Fair Wear policies are integrated into the structure of the company.	Meeting minutes, verbal reporting, Powerpoints, etc.	2	2	0

Comment: CSR priorities are set in cooperation with the production department and Sustainability manager. Since late 2017, the Sustainability manager is part of the management group.

The CEO is committed to CSR, but leaves execution to the Sustainability manager. The CEO is updated on all social compliance and FWF related updates such as the transparency policy.

Nudie Jeans does not have a special moment to evaluate the membership, it is on the agenda throughout the year.

Recommendation: Fair Wear recommends Nudie Jeans to plan an evaluation meeting about Fair Wear membership.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
7.2 Level of action/progress made on required changes from previous Brand Performance Check implemented by member company.	No requirements were included in previous Check	In each Brand Performance Check report, Fair Wear may include requirements for changes to management practices. Progress on achieving these requirements is an important part of Fair Wear membership and its process approach.	Member company 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 Fair Wear

Nudie Jeans recommends Fair Wear to tighten up the requirements and indicators, as it already does for the revision. It would like to especially see improvement of the chapter on transparency.

Nudie Jeans also recommends Fair Wear to go deeper down the tiers.

Lastly, Nudie Jeans recommends Fair Wear to have a better structure on the CAP follow up, especially when more brands are involved.

Scoring Overview

Category	Earned	Possible
Purchasing Practices	39	52
Monitoring and Remediation	26	26
Complaints Handling	17	17
Training and Capacity Building	6	13
Information Management	7	7
Transparency	6	6
Evaluation	2	2
Totals:	103	123

Benchmarking Score (earned points divided by possible points)

84

Performance Benchmarking Category

Leader

Brand Performance Check details

Date of Brand Performance Check:

10-06-2021

Conducted by:

Femke Blickman

Interviews with:

Sustainability Manager - Sandya Lang

CEO - Joakim Levin

CFO - Malte Ramberg

Marketing Coordinator - Richard Hunyadi

Buyer Tops - Jenny Henriksson