



Brand Performance Check

Schijvens Confectiefabriek Hilvarenbeek B.V.

This report covers the evaluation period 01-06-2020 to 31-05-2021

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

Schijvens Confectiefabriek Hilvarenbeek B.V.

Evaluation Period: 01-06-2020 to 31-05-2021

Member company information	
Headquarters:	Hilvarenbeek , Netherlands
Member since:	2010-03-01
Product types:	Workwear
Production in countries where Fair Wear is active:	Bangladesh, China, India, Turkey
Production in other countries:	Morocco, Pakistan, United Arab Emirates
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	100%
Benchmarking score	96
Category	Leader

Summary:

Schijvens Confectiefabriek Hilvarenbeek (Hereafter: Schijvens) has shown advanced progress and met most of Fair Wear's performance requirements. Its monitoring threshold of 100%, combined with a benchmark score of 96, means that Fair Wear has again awarded Schijvens the 'Leader' rating.

Corona Addendum:

Despite the COVID-19 pandemic, the financial year 2020/2021 was a very good year for Schijvens, due to specific customers which were not hit by the pandemic (supermarket, DIY market). As a B2B company producing workwear, closure of retail shops did not affect Schijvens. The company's staff partly worked from home but this did not significantly affect the daily business.

Schijvens' response to the impact of COVID-19 on its suppliers was systematic and strong, in line with the brand's general approach to due diligence and monitoring and remediation. Thanks to its positive financial situation, Schijvens did not have to cancel or reduce any orders. On the contrary, the brand added extra orders where possible, supporting suppliers which were in financial need. All orders were paid on time and in full. When suppliers needed it to pay workers' wages, Schijvens prepaid orders 100%. After collecting surveys at the start of the pandemic to inform themselves about the situation at the suppliers, Schijvens was in constant dialogue with all suppliers to keep track of the situation and offer (extra) support in consultation with them. Schijvens mainly supported factories by giving them extra orders, which was what the suppliers mostly asked for.

Two factories had to close indefinitely due to COVID-19. Here, Schijvens ensured workers received their due payments. At one of these suppliers, Schijvens donated extra money directly to a group of most vulnerable workers, with help of Fair Wear's local team. Schijvens verified that all suppliers paid legal minimum wages and checked if government support was available for suppliers which were struggling. Schijvens checked that all suppliers had the accurate health and safety measures in place through video calls and photos. Where possible, Schijvens involved worker representation in decisions related to COVID-19.

Besides this, Schijvens has been actively working to continue rolling out its living wage approach to all its suppliers and started an advanced worker education programme at one of its main suppliers in Pakistan. Schijvens has not only adequately responded to the COVID-19 crisis, but also continued its regular efforts to implement the CoLP at all its suppliers, for example by starting an advanced workplace education programme in China. Fair Wear commends Schijvens for these exceptional efforts and encourages Schijvens to continue on this path.

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.	68%	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.	3	4	0

Comment: In the past financial year, Schijvens has bought 68% of its production volume from production locations where it buys at least 10% of production capacity (compared to 62% last year). It is Schijvens' strategy to increase leverage at suppliers where it is low. During the COVID-19, Schijvens' could continue production while many other clients at the suppliers could not. This may have led to higher leverage levels in this financial year.

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.	3%	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.	3	4	0

Comment: In the past financial year, Schijvens bought 3% of its production volume from production locations where it buys less than 2% of its total FOB (compared to 5% last year). It is part of Schijvens' general strategy to increase order volumes where possible.

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.	52%	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.	3	4	0

Comment: This is a decrease compared to last year's 56% and the 92% of the financial year 2018/2019. Schijvens started new business relationships with several suppliers in the past years because of a very large order which could not be placed within the existing supplier base.

Recommendation: Schijvens is advised to ensure stable business relationships also with new suppliers, as it has been doing with existing suppliers.

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: Schijvens asks all suppliers to sign and return the questionnaire before bulk orders are placed. In the past financial year, Schijvens started production at 4 new locations. The signed questionnaires for these factories have been uploaded in Fair Wear's internal system.

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: Selection of new production locations happens through agents Schijvens already works with or through Schijvens' own network. Schijvens uses the Fair Wear country studies, country specific guidance documents and Modint's due diligence tool as part of the due diligence process. This is also part of the decision-making process related to selecting new production locations. In addition, new locations are asked for existing audit reports and if these are not sufficient, for additional documentation, photos and videos of the factory. This information is discussed internally and incorporated in an overview per supplier which outlines the points of improvement for each production location. New production locations are visited and improvement points of existing audit reports are discussed. Before production starts, new production locations have to sign the Code of Labour Practices.

In 2020/2021, Schijvens added one new sourcing country to its CMT supplier list, India. Schijvens was already working with fabric suppliers in India and already knew the new CMT supplier because of that. Still, Schijvens followed the process of collecting existing audit reports and additional monitoring information. After production started, Schijvens also made sure a Fair Wear audit was conducted here.

In the past financial year, Schijvens introduced a two-way Code of Conduct with its suppliers. This document has been created in consultation with the suppliers and outlines not only what Schijvens expects of the suppliers, but also Schijvens' commitments towards the suppliers. For example, this document includes the statement that Schijvens will never negotiate prices below the cost of production, as this influences the wages of workers in the factory.

During the COVID-19 pandemic, Schijvens kept track of the situations at its suppliers in many ways. At the start of the pandemic (the previous financial year for Schijvens), Schijvens sent a questionnaire to all its suppliers, inquiring about their situation. The main risk identified was the loss of orders from other brands, and the impact of that on workers' wages. Based on the responses on this questionnaire, Schijvens supported factories depending on their individual needs (see also 2.7). Furthermore, Schijvens continuously stayed in contact with all suppliers, through bi-weekly calls and more frequent WhatsApp contact. Schijvens collected photos and videos of health & safety measures being taken and collected evidence that wages were being paid at all facilities. Schijvens also made use of its agents, which sometimes could still visit suppliers. At its own factory in Turkey, a colleague is locally present to constantly monitor the situation.

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: Schijvens has a vendor rating system per production location, and CSR elements are included in this. Normally, the supplier with the best score gets an award during the yearly supplier meeting, including a financial reward. Improvement points are also discussed during the supplier meeting. Suppliers that continue to score low and are less motivated to implement improvements, will receive fewer orders. Remaining orders are redistributed among suppliers that score well. Hence Schijvens creates a pool of reliable and CSR oriented suppliers.

During the COVID-19 pandemic, Schijvens found it inappropriate to rate suppliers while they were all focusing on staying afloat. Therefore, the award was not handed out this year. The supplier meeting did take place in an online setting. As Schijvens did not suffer financially from the COVID-19 crisis, it did not cancel any orders. On the contrary, it gave extra orders to suppliers in dialogue with them, depending on their needs and capacity. Schijvens did not make any unilateral decisions. Delivery times have improved significantly, possibly because suppliers had few other orders and could prioritize Schijvens' orders. When needed, Schijvens paid orders 100% in advance, to mitigate issues with wage payments for the suppliers.

Schijvens did not exit any suppliers in 2020/2021, but two suppliers closed down due to COVID-19. Schijvens' production volume at these suppliers was too small to be able to cover for all the lost orders. However, Schijvens ensured the workers received their due payments, also in collaboration with the local Fair Wear team (see also indicators 1.9 and 3.3).

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: Schijvens knows the production capacity per production location, as this has been part of the discussions prior to the first (bulk)orders. Delivery times are long and are always decided in dialogue with the suppliers. Furthermore, Schijvens has fully implemented a PLM-program (Product Life cycle Management) that provides bi-weekly factory production updates for all production locations. As a result, Schijvens is aware of (potential) delivery delays in an early stage of production and therefore has more time to discuss delivery times with its customers, and adjust timelines where necessary. In addition to these advanced systems, Schijvens is in constant dialogue with each supplier to check in with them about what they need from the company to avoid pressure on their planning that can cause excessive overtime. In their own factory Schijvens has insight in the planning tool and can also move orders around if this is needed to limit overtime.

This system proved valuable in the COVID-19 pandemic as well, as Schijvens supported factories which had spare capacity with extra orders. Generally, Schijvens told suppliers not to worry about delays caused by COVID-19, but hardly any delays occurred because many suppliers had lost orders from other customers. On average, the delivery delay significantly decreased with all suppliers during the pandemic. If a delay did occur and the order needed to be shipped quickly, Schijvens paid for airfreight.

Schijvens informs its customers of the higher prices related to quick delivery, as this often leads to the occurrence of (excessive) overtime, and asks them to cover for this if a delay is really not acceptable.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.7 Degree to which member company mitigates root causes of excessive overtime.	Advanced 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.	6	6	0

Comment: Excessive overtime is a risk at suppliers in China, but has also been occurring at Schijvens' other suppliers, most notably their own facility in Turkey. In 2020/20201, Schijvens has actively followed up with this supplier to make sure excessive overtime would be limited. Schijvens could demonstrate during the performance check that a significant decrease in overtime took place at this supplier. This overtime is paid at a higher rate, and Schijvens is aware that this can be a reason for workers to want to work overtime. The brand is continuously working on raising the wages at its suppliers to also address this root cause.

At Schijvens' biggest supplier in Pakistan, an audit in 2020 showed that all overtime that occurred was within legal limits. Schijvens started working with a new supplier in India, which was audited in 2020 as well. The audit findings did not include excessive overtime as such, but did note the lack of time-keeping records. Schijvens is working with the factory to ensure the factory establishes a better basis to work from, including accurate time-keeping, and plans a follow-up audit in the coming financial year to verify whether this has been done.

Recommendation: Fair Wear commends the progress Schijvens shows compared to the previous performance check on this topic. Fair Wear recommends Schijvens to continue its work on this topic, especially in the aftermath of COVID-19, when suppliers are likely to have more orders from other customers again. Schijvens is recommended to consult the available Fair Wear guidance on excessive overtime.

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.	Advanced	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.	4	4	0

Comment: Schijvens is aware of wage levels at its suppliers. In addition to this, Schijvens uses full open cost calculation with its customers, showing them exactly how the price they pay relates to wages paid in the factories. In all contracts with its customers the company makes clear what factors influence the price, i.e. price of materials, wages, transport costs and the US Dollar exchange rate. If one of these variables changes, Schijvens is able to clarify to its customers that the price of the product changes. Schijvens also uses this to explain to its customers that if the payment of higher wages leads to a too high overall price, there are ways to lower that price again, for example by leaving out a button or pocket somewhere in the design.

Schijvens did not specifically include costs for COVID-19 in its prices. The brand did pay orders 100% upfront if suppliers indicated they were in financial need.

Recommendation: Schijvens is recommended to include costs incurred due to COVID-19 measures (reduced capacity/efficiency of the supplier, acquisition of face masks/thermometers/hand sanitizers etc.) in the labour minute values of the suppliers and as such make sure these costs are covered by the brand's prices.

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: At Schijvens' supplier in India, the audit showed a finding related to non-payment of legal minimum wage. Schijvens immediately followed up on this by checking with the supplier how this was possible. The factory explained that sometimes, some parts of the wages are paid in cash. The factory management was able to demonstrate an overview of all salaries, according to which legal minimum wage was paid to all workers. Schijvens is planning to verify the exact wage levels with the living wage project the brand is starting at this factory.

Schijvens verified that all its suppliers were able to pay legal minimum wages during the COVID-19 pandemic. Schijvens was in constant contact with its suppliers. Some suppliers received support from the government (Morocco, Turkey), but all were able to pay legal minimum wage. In case of dismissal of workers, which happened in Bangladesh and China because of factory closures (see also 2.7), Schijvens verified that workers received their due payments. Schijvens focused its efforts on the factory in Bangladesh, as the one in China was responsible for a very small order volume.

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: No late payments were identified through audits in 2020/2021. Schijvens did not have any liquidity issues due to COVID-19, did not extend payment times because of the pandemic and paid orders 100% in advance when suppliers indicated they needed this.

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: Schijvens is aware of the wage levels at all its suppliers. As such, the company is able to calculate the living wage gap and work on closing this gap. Schijvens has communicated with all its tier one production locations and agents that they are planning to implement living wage. Schijvens started its work on living wages with a root cause analysis and based its approach on this. Generally, Schijvens considers the main root cause of wages below living wages in the garment industry to be that it is common practice among brands to pay low prices. Therefore, Schijvens includes the costs for higher wages in its prices. Where possible, Schijvens also collaborates with other brands in the factory, as the brand realises this is not something a single brand can tackle. Schijvens therefore also joined the Living Wage Call to Action established by IDH and Unilever, which is aimed at companies within all different branches developing and scaling up solutions for workers in global supply chains with the ultimate goal of a living wage.

After successfully increasing wages at its own production location in Turkey, Schijvens has continued rolling out its living wage approach in one of the production locations in Pakistan together with another customer in this facility. In 2020/2021, Schijvens worked with one of its Chinese suppliers to realize a living wage up-charge on the piece price workers receive. Schijvens wants this supplier to move from piece-price to time-rate contracted workers, but started its living wage effort here with the up-charge on the piece price. The brand plans to work on making the move from piece price to time-rate contracts in the coming year. Schijvens made a start at the new supplier in India, by assessing the wage gap and handing out the living wage questionnaire to workers. In Bangladesh, Schijvens has not yet started implementing its approach.

Recommendation: Schijvens is encouraged to involve Fair Wear in its efforts to move from piece-rate to time-based contracts in China, as the team may be able to support in and learn from this complex process.

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).	15%	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.	1	2	0

Comment: In 2020/2021, Schijvens became 100% owner of its supplier in Turkey, which is responsible for 15% of Schijvens FOB.

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: Schijvens has determined and financed a wage increase at its production locations in Turkey and in Pakistan and at one of its suppliers in China. In addition, the company has started a similar project in its newest production location in India, it has sent out worker surveys to get an idea of a suitable living wage estimate for this factory. Schijvens plans to do this for all production locations and uses open-cost calculation towards their customers to give insight in the impact of this decision on their prices. As such, Schijvens finances these wage increases by incorporating them in their prices. When this is not possible, Schijvens simply pays the wage increases from its own profit. Schijvens acknowledges that (living) wages are not static and continues to evaluate selected benchmarks and adapt the wages as needed.

Recommendation: Schijvens is encouraged to also consider the available recommended living wage estimates when setting target wages, as this could save the company a lot of valuable time which is now invested in doing worker services. Schijvens could consider discussing the available living wage estimates with the worker representation in the factories to come to a suitable target wage.

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.	45%	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.	4	6	0

Comment: Schijvens has paid its share for the wage increase at its production location in Turkey where it sourced 15% of the total FOB in the last financial year. The wage levels are evaluated yearly and also increased every year so far. The company also paid its share for the wage increase at one of the production locations in Pakistan, which was responsible for 28% of Schijvens' total FOB. Schijvens is revising the target wage here but has reached its target for 2020/2021. Schijvens could demonstrate that it pays a living wage up-charge on top of the piece-price at one of its Chinese suppliers, which is responsible for approximately 2% of its total FOB.

Recommendation: Schijvens is encouraged to continue its approach to increase wages at factory level.

Purchasing Practices

Possible Points: 52

Earned Points: 48

2. Monitoring and Remediation

Basic measurements	Result	Comments
% of production volume where an audit took place.	100%	
% of production volume where monitoring requirements for low-risk countries are fulfilled.	0%	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	
Total monitoring threshold:	100%	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: Schijvens' has a fulltime CSR manager responsible for follow-up on problems identified by its monitoring system.

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: Schijvens shares the audit reports and determines the timeline for CAP follow-up in dialogue with the factory, and uses the Fair Wear recommended timeline as a basis. The determined timeline is documented in the CAP file. In case of very urgent findings, Schijvens starts to work with the factory on remediation immediately.

Before audits take place, Schijvens informs the factories they would like worker representation to be involved if possible and contact details were collected for direct communication with the worker representation. Worker representation is present at the opening and closing meeting of the audit. Schijvens has direct contact with worker representatives who speak English. The CAP is shared in the local language with the worker representation. In China and Pakistan, Schijvens works with agents who are involved in CAP follow-up as well.

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.	Advanced	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.	8	8	-2

Comment: Schijvens has a strong system in place for CAP follow-up. The company follows up on outstanding CAPs at least twice a month. During the annual supplier meeting, CAPs are discussed in a plenary session with all suppliers, so they can learn from each other. In addition, CAPs are also discussed by the CEO and owner during annual visits to suppliers. In these discussions, Schijvens addresses all findings and asks suppliers what they need from Schijvens in order to perform better. The status of the CAP findings is tracked systematically in the CAP file.

In the previous financial year, an underage worker was found at one of Schijvens' suppliers in Pakistan. Schijvens started a process to remediate this and address the root causes of it already the previous year and continued with this in 2020/2021. By collaborating with two local organisations, the young worker has now been enrolled in a work/learning programme, ensuring he stays in school but also allowing him to work, as he claims to need the income. When he will turn 16 next year, Schijvens and the local organisations will re-evaluate this construction together with the boy. In order to avoid such severe findings in the future, Schijvens has initiated several training sessions to help the supplier better assess the ages of new workers.

Due to COVID-19, the process was slightly adapted. Firstly, Schijvens' supplier meeting took place online and did not focus on supplier evaluation and CAPs the way it normally does. Secondly, as visits were hardly possible, regular contact took place via phone and video calls and e-mails with photos as proof of CAP follow-up. Schijvens worked on follow-up of the CAPs and sometimes integrated some issues related to COVID-19 in it, but generally monitored the COVID-19 situation separately. Schijvens shared the Fair Wear health & safety checklist and requested photos and videos / video calls to verify all safety measures were in place (see also 2.7).

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: This indicator is not applicable to all members in this brand performance check, as travel was restricted due to the global COVID-19 crisis. Schijvens did visit its own factory in Turkey in this financial year.

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: Schijvens collected existing audit reports for all production locations in countries where Fair Wear does not have an audit team and for new production locations. The company used the Fair Wear quality assessment tool to assess the quality of the audit and used this assessment to a corrective action plan and actively followed up on it. Where a corrective action plan was drafted but did not meet Fair Wear criteria, Schijvens visited the factory and expanded the CAP on the basis of this visit and dialogue with the supplier. During COVID-19, when visiting was not possible, the CSR manager added points to such audits based on her risk assessment. Schijvens established a timeline for corrective actions in this factory and gathered evidence (photos) of remediated findings related to health & safety, such as for example inward turning emergency doors.

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	Advanced			6	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	Policies are not relevant to the company's supply chain			N/A	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: Schijvens is aware of the risks in Bangladesh, and stays up-to-date about these risks by using the Fair Wear country study, CSR risk checker and audit reports. Schijvens is a member of the Bangladesh Accord and a fire safety training took place in the factory in Bangladesh where Schijvens sources. An anti-harassment committee was established in this factory as well. Due to COVID-19, this factory closed down and Schijvens was offered to produce at another location from the same holding. Schijvens is looking into the possibility to do a training at the new location as well. Schijvens supports the continuation of the Bangladesh Accord and would also become a member of any other, similar, national accords if they were to be developed.

Schijvens is aware of specific risks in Turkey, the company has adopted the Fair Wear guidance as its policy on risks related to Turkish garment factories employing Syrian refugees. Schijvens monitors each factory, including subcontractors, and knows whether there are Syrian workers and whether they have the correct permits. The local colleague is in direct contact with all factories, including subcontractors, to check this continuously and has participated in Fair Wear seminars on this specific topic.

Schijvens is aware of the risk of forced labour in China and sent out a statement to all Chinese suppliers, making clear this is not in line with Schijvens' values and encouraging their tier 1 suppliers to also convey this message to other suppliers in their chain. This specifically is aimed at suppliers further than tier 1 in the supply chain, even though this is beyond the Fair Wear scope. So far, Schijvens has not found any instances of forced labour at its suppliers in China, but Schijvens recognises the difficulty of getting trustworthy information about this from its suppliers. Schijvens participates in the research by Fair Wear looking into this issue.

In Pakistan, Schijvens is still in the process of follow-up on the child-labour case which was found in the previous financial year (see also indicator 2.4). Another risk identified here is the occurrence of gender-based violence. Schijvens started a training programme on this at its main Pakistan supplier.

At countries where freedom of association is restricted, such as the United Arab Emirates (UAE), Turkey and China, Schijvens ensures there is a worker committee or worker representative at the factory. Besides that, Schijvens ensures the complaints helpline is functional.

In 2020/2021, Schijvens kept track of the COVID-19 situation at its suppliers through supplier surveys and continuous contact via video/phone calls (see 1.4, 2.4). Generally, Schijvens has responded actively on the specific situation in each production country. Schijvens focused on production capacity of factories, which the brand identified as the main issue, but also took up various factory-specific issues and remediated those.

Factory closures did occur, but mostly only for short periods of time (1-2 weeks). Two factories closed indefinitely, one in China and one in Bangladesh. At the one in China, Schijvens had very small order volume, and was not able to cover the factory's needs with extra orders. Schijvens did verify that workers received their due payments. In Bangladesh, one location which belonged to a bigger group was closed down. Schijvens was offered to continue production at another location of this company. Schijvens was directly involved in remediating the impact of this factory's closure, as a complaint was also filed because of this (see 3.4). Schijvens ensured severance pay was paid to the workers and made direct payment to a group of most vulnerable workers, pregnant women, with the support of the Fair Wear team.

Schijvens verified all suppliers had the correct health and safety measures in place to reduce the spread of COVID-19 with photos, videos and video tours of the factories. Where possible, worker representatives were involved in decisions related to COVID-19. In India, where the COVID-19 deteriorated severely at the end of this financial year, Schijvens is in close contact with its factory. The factory has not closed because it also produces medical products, but is operating at 50% of its capacity because of government rules. The factory is dividing the work among all the workers. The factory is located next to a hospital, where all workers can go to get tested or receive care if needed. Workers who want to get vaccinated can also get the vaccine here. Finally, Schijvens shared the Fair Wear worker videos with its suppliers in Turkey and India and verified the workers watched them (see 3.3).

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: Schijvens has been actively in contact with other Fair Wear companies to discuss the topic of living wages. Also there was cooperation with other Fair Wear members on CAP follow up and complaints.

Where possible, Schijvens always works with other brands, also non-Fair Wear members.

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.	No production in low-risk countries	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.	N/A	2	0

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: Schijvens conducts full audits at all its production locations.

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: 24

Earned Points: 25

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.	0	
Number of worker complaints resolved since last check.	2	

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: Schijvens' has a fulltime CSR manager whose responsibilities include 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: The Fair Wear Worker Information Sheet is posted in all production locations, photos of this were on file. Schijvens is in continuous dialogue with its suppliers about the Fair Wear CoLP.

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.	78%	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 past financial year, as training was not possible due to the pandemic, Schijvens shared the Fair Wear COVID-19 Workers' Rights Videos with its suppliers in India and Turkey, together responsible for 24% of Schijvens FOB. The brand collected evidence (photos) that these were shown to the workers and the FOB at these suppliers therefore counts toward this indicator. In the past three financial years, WEP Basic programmes were implemented at several of Schijvens factories in Pakistan and China. These suppliers together are responsible for 54% of Schijvens FOB. Furthermore, Schijvens hands out the Fair Wear Worker Information Cards (WICs) when visiting factories where they are not already available at the location. Schijvens' main suppliers use the Fair Wear Factory Guide to support them in following up on complaints and understanding the importance of such training programmes.

Finally, Schijvens has rolled out a complaints' system similar to that of Fair Wear into its entire supply chain (beyond tier 1). The brand set up its own complaints e-mail address to which workers can e-mail in case of issues. Schijvens then checks if this is anything the brand plays or could play a role in.

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: Schijvens received one complaint at its own factory in Turkey and one complaint in Bangladesh, at the factory which was closed because of COVID-19.

In Turkey, the complaint was about the increase of the wages in 2021, which the worker found was not done fairly. In Turkey, it is common to pay wage increases of legal minimum wage by percentage, which was what the complaint was about. As this factory is paying the living wage estimate which has been determined through workers' surveys, a percentual increase would quickly lead to an increase of wages exceeding Schijvens' payment capacity. Therefore, the wages are increased with an absolute value equal to the percentage of the base wage (instead of the living wage estimate). The complainant complained this was not fair.

Schijvens followed up on this by explaining the system to this worker. Furthermore, a training for all workers was done to clarify how the wage increases work to avoid similar complaints in the future. The wages have been increased another time after this, in consultation with the worker representation bonuses have been increased. Schijvens' colleague in Turkey expressed the workers are increasingly open towards her when they are unhappy about anything.

In Bangladesh, the complaint was about the closure of the factory, due to COVID-19, which suddenly left a lot of workers without work. Schijvens worked together with another brand to collect documentation that all workers received their due payments. Furthermore, Schijvens donated extra money directly to a group of most vulnerable workers with the help of the Fair Wear team in Bangladesh.

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: Schijvens cooperated actively with another member on the complaint in Bangladesh. The two brands both collected information and documentation, which allowed them to cross-check what the situation was and to follow-up together.

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: All staff at Schijvens is made aware of Fair Wear membership, the membership plays an important role in the company throughout the year. For example when strategic plans are discussed, its relation to the Fair Wear membership requirements are highlighted. Internal working groups at Schijvens with staff from different departments work together on specific questions which are relevant to the company. Often, these are also Fair Wear related topics, such as living wage or excessive overtime. Finally, there is a weekly newsletter in the Schijvens company Whatsapp group, which often also includes highlights related to Fair Wear.

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: All staff in direct contact with suppliers are made aware about Fair Wear requirements by attending trainings/webinars and when needed updates are either discussed directly as it is a small team that sits in the same space. In 2020/2021, this included COVID-19 guidance. The CSR department has a standing monthly meeting with Schijvens' management to discuss the status of running topics.

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: Schijvens works with two agents for its production in Pakistan and China. Schijvens' agents are aware of Fair Wear and actively support the Fair Wear CoLP and CAP follow-up. Both agents are part of the annual supplier meeting where Fair Wear membership is explained. Schijvens also has direct contact with the suppliers in Pakistan. In Turkey, a local Schijvens colleague who manages the factory there, has a role as a kind of agent between Schijvens and other Turkish factories.

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.	36%	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.	4	6	0

Comment: Schijvens initiated an advanced training in Pakistan together with Innovatus. The first session of this training took place. Schijvens is taking into account the needs of the factory in the development of this training and plans to continue the training programme once the COVID-19 situation has somewhat calmed down. Schijvens considers to include topics like discrimination in the factory, gender inequality, gender-based factory, etc. Depending on the situation in the factory, the training will be adapted.

Schijvens had a WEP Factory Dialogue training take place in its own facility in Turkey in January 2020, which counted for 15% of the FOB in this financial year. A follow-up session had to be postponed due to COVID-19. The WEP Factory Dialogue is not considered a training programme that supports transformative processes. However, it is not a basic training either. Fair Wear therefore has decided to half the FOB of the factories where such training took place to calculate the points.

Recommendation: If Schijvens decides to stay at the new location of the supplier in Bangladesh, Fair Wear recommends Schijvens to consider starting a new WEP violence and harassment training in the Bangladesh at this location.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.5 Degree to which member company follows up after a training programme.	Active 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.	2	2	0

Comment: In Turkey, a new worker representative was elected in the factory after the training. Furthermore, the factories in Turkey and Pakistan have done internal training to follow-up on the training sessions done. Schijvens finds that especially in Turkey, workers seem more aware of their rights and speak up more often when something is not right for them.

Training and Capacity Building

Possible Points: 13

Earned Points: 11

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: Schijvens has full insight into all its production locations. As a member of the Dutch Agreement on Sustainable Textiles, Schijvens is obliged to map its entire supply chain. Schijvens has agreed with all production locations that CMT production cannot be subcontracted. Schijvens has contacted all suppliers about subcontractors and what services are outsourced, this information has been included in the Fair Wear database. Audit reports and realistic production capacity are used to double check the production location and when necessary to identify subcontractors. Schijvens' local colleague in Turkey also can also directly check capacity at suppliers there, and when travel is possible again, will do this in Pakistan as well.

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: All information regarding suppliers is saved on the company server and accessible for all relevant staff. This includes information related to COVID-19, such as supplier questionnaires. Schijvens developed working groups in which all departments are represented to discuss strategic topics, such as living wages and delivery times. The social report is also printed in hard copy and distributed among staff as well as customers.

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: Schijvens communicates about Fair Wear and its Fair Wear membership on its website, in documents shared with customers, tenders and in company presentations. Furthermore, Schijvens always mentions Fair Wear at publicity events. In the past financial year, Schijvens received a visit by King Willem-Alexander of the Netherlands, during which the CSR manager presented Fair Wear and its work.

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: Schijvens discloses all its suppliers on the Fair Wear website, as well as on the Open Apparel Registry. Schijvens publishes its brand performance check report and 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

Comment: Schijvens' social report includes a complete overview of all factories in its supply chain and relevant information per supplier, such as certifications, risks, occurrence of excessive overtime, etc. This overview includes all tiers of Schijvens' supply chain and is published on the company website.

Transparency

Possible Points: 6

Earned Points: 6

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: Schijvens regularly evaluates FWF membership with top management (at least on a monthly basis). The company is involved in different initiatives addressing sustainability in the garment supply chain.

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

Schijvens recommends Fair Wear to go deeper into the supply chain, i.e. beyond tier 1, as a lot of risks can be identified there. Furthermore, Schijvens would like if things like worker videos are made available in all Fair Wear production country languages, not just a selection. Certain things, such as the worker information cards, would be helpful if they were available also in non-Fair Wear languages.

Scoring Overview

Category	Earned	Possible
Purchasing Practices	48	52
Monitoring and Remediation	25	24
Complaints Handling	17	17
Training and Capacity Building	11	13
Information Management	7	7
Transparency	6	6
Evaluation	2	2
Totals:	116	121

Benchmarking Score (earned points divided by possible points)

96

Performance Benchmarking Category

Leader

Brand Performance Check details

Date of Brand Performance Check:

15-06-2021

Conducted by:

Paula de Beer

Interviews with:

Shirley Rijnsdorp-Schijvens, Jaap Rijnsdorp-Schijvens, Jeske van Korven, Petra van de Put