



Brand Performance Check

Tricorp BV

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

Tricorp BV

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

Member company information	
Headquarters:	Reijen , Netherlands
Member since:	2007-06-01
Product types:	Workwear
Production in countries where Fair Wear is active:	Bangladesh, China, India, Turkey, Viet Nam
Production in other countries:	Cambodia, Pakistan
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	97%
Benchmarking score	42
Category	Needs Improvement

Summary:

Tricorp BV has shown insufficient progress in performance indicators. A combination of Fair Wear audits and external audits result in a monitoring percentage of 97%. A benchmarking score of 42 means Tricorp BV is placed in 'Needs Improvement' category.

Corona Addendum:

Tricorp BV is a workwear company with a relatively small supply chain. As most production locations have been its partner for a long time, are regularly visited and are locations from which Tricorp BV buys a significant portion of its production, the brand is in a good position to improve working conditions.

At the beginning of the pandemic, Tricorp BV sales decreased by 60% for a couple of weeks. The management took preventive measurements like evaluating cash flow, stock supply, and the need for order adaptations. No orders which were already in production were cancelled. The brand adapted order quantities according to the new forecast based on stock analysis. The adaptations were communicated and discussed with its suppliers, considering production closure or reduced capacities of its suppliers. In case of production delays, the orders were shipped by airfreight at the brand's expense. Tricorp BV's staff was not on furlough, but for safety reasons, most of the staff had to work from home. Slowly the sales increased, and in the end, the member brand was satisfied with the year-end results.

From the start of the pandemic, Tricorp BV kept close contact with its suppliers, informing itself about the order situation of its suppliers and the health and safety situation of the workers. When needed, the brand paid for the orders earlier, prepaid the materials, and sent face masks. Tricorp BV identified health and safety risks related to COVID-19. Therefore, it sent a survey to their suppliers to gain more insight into how they dealt with the COVID-19 issues and if specific support was needed. The survey did not lead to a prioritisation of risks. As visits and audits were mostly not possible, Tricorp BV did not use alternative monitoring options such as video tours. The member brand has not conducted any deeper investigations into COVID-19 related risks in its supply chain. As a result, Tricorp BV did not follow up on any COVID-19 related risks, such as payment below legal minimum wages.

In the current performance check report, several indicators have an insufficient score. For the insufficient scores on indicators 1.9, 2.7, and 5.1, the Fair Wear policy for repeated non-compliance is applicable. This means that scoring insufficiently on these indicators in the next performance check will automatically lead to placement in the 'Needs Improvement' category regarding those scores. As Tricorp BV is placed in "Needs Improvement" category this year, an insufficient scoring in the next performance check on the indicators 1.9, 2.7 and 5.1 would lead to placement in "Suspended" category.

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.	61%	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: 61% of the 2020 production volume came from locations where Tricorp BV buys at least 10% of the factory's production capacity.

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.	8%	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: Tricorp BV has a limited number of production locations (8%) producing less than 2% of its total FOB. The aim is to consolidate its tail-end suppliers based on the annual risk assessment.

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.	66%	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: Tricorp BV values long term business relationships and therefore the majority of its supply chain, 66 % of 2020 purchasing volume comes from production locations where the member has cooperated for over 5 years. Compared to 2019 the percentage has slightly decreased as one supplier consolidated two production locations.

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: In 2020, Tricorp BV added a new production location in Turkey. The brand could show proof of the signed questionnaire with the Code of Labour Practices.

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.	Intermediate	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.	2	4	0

Comment: Tricorp BV has developed a procedure for assessment of new production locations, which includes elements for human rights due diligence policy such as the requirement of sharing existing social audits, willingness to improve on human rights, including moving towards payment of living wage.

The brand has done a risk analysis on a country level and is aware of country-specific risks. As a result of the risk analysis, Tricorp BV decided not to start sourcing in Myanmar. The risk analysis also revealed that the brand has to focus on risks like social dialogue, living wages and sustainability performance of wet processing. Tricorp BV reached out to local stakeholders in Bangladesh to assess what they consider as major human rights risks in a region. Also, Tricorp BV has contacted Non-Government-Organisations (NGOs) like Unicef, Arisa, Solidaridad and asked for information on human rights risks.

The director of operations has the decision-making power in selecting a new supplier, the CSR manager has an advisory role to the director of operations.

Throughout 2020, Tricorp BV was in close contact with its suppliers, mostly by phone. Tricorp BV has informed itself about the situation at its suppliers like workers safety but also if the supplier receives sufficient orders to keep the factory running. A survey was sent to its suppliers to gather more information about the COVID-19 situation at its suppliers. Although the member brand was in contact with its suppliers and a survey was sent out, Tricorp BV could not show a systematic identification of COVID-19 related risks. Some of Tricorp BVs production sites had to be closed due to official lock-downs. The brand didn't follow up on the wage situation of the workers in this precarious situation. In case of reopening the factory, the member brand has checked if this was approved by the local authority.

Requirement: Tricorp BV is required to conduct a risk assessment of the impact of COVID-19 on its suppliers, identifying the most urgent issues per supplier.

Recommendation: Tricorp BV is recommended to include the worker representatives in its risk assessment to learn more about the specific risks at its suppliers and the needs of the workers.

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.	No	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.	0	2	0

Comment: Tricorp BV evaluates randomly during internal meetings its suppliers on quality and delivery performance. The brand could neither show proof of a systematic, and well-documented supplier evaluation nor an evaluation of supplier performance on labour conditions at the production locations. Suppliers do not receive rewards for good performance. In case analysis shows that a supplier does not meet Tricorp BV's expectations of good performance, Tricorp BV would first try hard to work on improvements rather than leaving its supplier. However, if needed to end cooperation with a supplier the brand has agreed to Fair Wear's exit strategy requirements.

In 2020, Tricorp BV did not cancel any orders, which were already in production. When needed, orders and/or materials were paid in advance.

At one supplier in Bangladesh, Tricorp BV has a leverage of 90% and there is a strong connection to this supplier. The supplier is not doing well financially and Tricorp supports this supplier financially to keep the production running and to improve the safety standards. For a while, the member brand aims to reduce its orders at this supplier to finally end the cooperation. As a result of the close contact and the high reliance on Tricorp BV, this is very difficult. Tricorp BV has motivated the supplier to find other customers. The member brand could not show documentation and/or evidence to support that it has been motivating the supplier to increase its supplier base.

Requirement: A systematic approach is required to integrate social compliance into normal business processes and supports good decision-making. The approach needs to ensure that Tricorp BV consistently evaluates the entire supplier base and includes information into decision-making procedures.

Recommendation: Fair Wear encourages Tricorp BV to develop an evaluation/grading system for suppliers where compliance with labour standards is a criterion for future order placement which integrates the CSR evaluation with the general buyers and quality evaluation.

Tricorp BV is recommended to ensure proper and thorough documentation of all evaluations being made.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.6 The member company's production planning systems support reasonable working hours.	General or ad-hoc system.	Member company production planning systems can have a significant impact on the levels of excessive overtime at production locations.	Documentation of robust planning systems.	2	4	0

Comment: Tricorp BV works with its suppliers based on Free on board (FOB) production. The member brand does not have information about the minutes per article needed for production. Also, Tricorp BV has neither specific knowledge about the (minutes) capacity of its suppliers nor does it check if the supplier is capable to produce the orders in time. Due to its long-lasting relationship, the brand relies on its and the supplier's experience.

Tricorp BV is not working with seasons, given its clientele orders workwear consistently. Specifications for products are well known to suppliers and production can take place throughout the year, allowing suppliers to even out production peaks for seasonal products. Orders are placed six months in advance, including transport. No design changes to the order are made afterwards. Forecasting and actual order volumes rarely differ. Tricorp BV keeps large volumes of items on stock in Europe allowing them to accommodate delays from the supplier's site.

Specials are developed in close collaboration with the supplier well in advance. A final forecast is shared after confirmation with the client.

Tricorp BV receives information about the production status of its suppliers on a weekly basis. In case of delivery delays, the goods will be shipped by airfreight paid for by the member brand. Tricorp BV does take into account the suppliers- and public holidays. Also, the brand actively includes its supplier's feedback in its order planning.

Tricorp BV participated in a Purchasing Practices (Self) Assessment to assess its own purchasing practices as well as giving its suppliers the chance to assess Tricorp BV. The member brand followed up on the feedback given by the suppliers.

Throughout 2020, the purchasing department of Tricorp BV was in close contact with its suppliers. The order quantities were adapted according to the new forecast, based on stock analysis. The adaptations were communicated and discussed with its suppliers considering production closure or reduced capacities of its suppliers. The member brand was lenient with the production time and accepted order delays.

Recommendation: Fair Wear recommends Tricorp BV to investigate labour minutes needed per style to allow for more precise planning and integrating production capacity knowledge of suppliers in planning.

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

Comment: In 2020, at two Fair Wear audits in China, documents could not be verified due to inconsistent or incomplete records. It was also noted, that workers do not regularly receive 1 day off per 7 days of work and the total working time per week are regularly above 60 hours. Moreover, in 2019, the majority of Fair Wear and amfori BSCI audits documented excessive overtime findings or suppliers not being transparent about working hours. According to the member brand, the findings were discussed with the suppliers. Tricorp BV could not demonstrate that it had conducted root cause analyses or taken any other steps to address the findings.

Requirement: Tricorp BV should investigate to what extent its current buying practices has an effect on the working hours at the supplier level. A root cause analysis of excessive overtime should be done to investigate which steps can be most effective to reduce overtime.

Recommendation: Tricorp BV could use Fair Wears guidance on excessive overtime in its investigations of root causes.

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.	Insufficient	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.	0	4	0

Comment: Tricorp BV bases its pricing on retail prices. The brand does have a rough estimate about the price per article, based on price checks. The prices are negotiated with its suppliers and sometimes the member brand accepts prices which leads to lower margins. Wages are discussed with suppliers.

Tricorp BV did not have information about the minutes per article needed for production. Also, at the time of the assessment, Tricorp BV could not demonstrate the link between its buying price and wages in production locations. In addition, the member brand does not check if its prices can cover legal minimum wage. Tricorp BV has not set up a continuous monitoring system of the wages being paid at its suppliers.

Tricorp BV accepted several price increases by its suppliers throughout 2020 without increasing the prices for its customers.

In 2020, Tricorp BV started to work with Fair Wear wage calculation tool at one supplier in China. Yet, the first data was not evaluated and did not lead to any further analysis or decisions.

Requirement: Tricorp BV needs to demonstrate an understanding of the link between buying prices and wage levels, to ensure their pricing allows for the payment of the legal minimum wage. For the production locations where Tricorp BV buys exclusively at a supplier, the member should be able to demonstrate the link between its pricing and the wage levels at the supplier.

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.	No	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.	-2	0	-2

Comment: Three Fair Wear audits, conducted in 2020 at two suppliers in China and one in Bangladesh showed several audit findings, where legal minimum wages were not paid. Some of these findings were old findings of previous audits which were not remediated. Tricorp BV has sent the Corrective Action Plans (CAPs) to the suppliers and has asked its suppliers for the reason for these findings. Suppliers gave different explanations for not paying legal minimum wages, but this was not further discussed by the member brand.

Tricorp BV Code of Conduct states that the member brand expects payment of living wages, however, for 2020, there was no follow up and remediation on findings related to payment below legal minimum wages.

Requirement: Please note that following Fair Wear's policy for repeated non-compliance in Fair Wear's Brand Performance Checks, members that receive an insufficient or -2 score on this indicator for the second year in a row, will be placed in the 'Needs Improvement' category.

If a supplier fails to pay legal minimum wages, Tricorp BV is expected to respond in time, identify root causes with the factory management, and resolve, that local labour laws are respected. Evidence of remediation must be collected. Factory visits with a document check or additional verification by Fair Wear may be needed to verify remediation.

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 evidence of late payment by the member brand was reported. The average payment terms with suppliers are about 45 days. Tricorp BV and its suppliers work also with down-payments as well as with letters of credit.

In 2020, Tricorp BV actively supported its suppliers by pre-paying orders,

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.	Insufficient	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	0	6	0

Comment: In 2020, Tricorp BV started with the Fair Wear wage calculation tool at one supplier in China. Yet, the first data was not evaluated and did not lead to any further analysis or decisions. Tricorp BV did start first discussions on wages with its suppliers but did not take this further.

At the time of the assessment, Tricorp BV had no overview of wages levels at the factories and the gap between payment and living wage. Root causes of payment below living wages were not discussed with suppliers.

One supplier in Pakistan has independently set up a foundation to support its workers. Through this foundation, it is clear when a worker is eligible for a benefit payment. Tricorp BV is currently working to define how it can support this supplier foundation.

Requirement: Tricorp BV must assess the root causes of wages that are lower than living wages, taking into account its leverage and the effect of its own pricing policy. Tricorp BV is expected to take an active role in discussing living wages with its suppliers. The FWF wage ladder can be used as a tool to implement living wages, to document, monitor, negotiate and evaluate the improvements at its suppliers.

Where Tricorp BV buys exclusively at a supplier, the member is held more accountable for implementing adequate steps. The member is expected to take an active role in discussing living wages with its suppliers and should take steps to work towards living wages.

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.	None	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.	0	6	0

Comment: Tricorp BV determines and/or finances no wage increases and has not agreed to target wages at its suppliers.

Requirement: Tricorp BV should analyse what is needed to increase wages and develop a strategy to finance the costs of wage increases.

Furthermore, Tricorp BV should agree on target wages with its suppliers as a first step towards the payment of living wages.

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.	0%	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.	0	6	0

Comment: Tricorp BV is not paying a share of a living wage.

Requirement: Tricorp BV is expected to begin setting a target wage for its production locations.

Purchasing Practices

Possible Points: 52

Earned Points: 13

2. Monitoring and Remediation

Basic measurements	Result	Comments
% of production volume where an audit took place.	97%	
% 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:	97%	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 manager is responsible to follow up on problems identified by the 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: Tricorp BV ensures that audit reports and CAPs are shared and discussed either with agents or factory management. For remediation, the brand follows the timeline given by the auditors in the CAP.

Recommendation: Before an audit takes place, Tricorp BV is recommended to check with the supplier whether worker representatives are active. In this way, they can be involved from the start of an audit and be invited for the audit opening and exit meeting.

Including workers when following up on audit reports gives them the opportunity to be informed of issues in the factory and have a voice in the prioritization of issues.

Fair Wear recommends documenting the CAP follow up as well as the (possible) involvement of 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.	Basic	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.	4	8	-2

Comment: Tricorp BV has decided to audit almost all of its suppliers, including the tail-end suppliers. For this, the brand mainly uses external audits. Some suppliers are audited by Fair Wear. Tricorp BV could show proof of a basic follow up on audit CAPs. Some audit findings such as on-time payment to resigned workers, incorrect wage deductions and installation of a time card system for working hours are resolved. Overtime was discussed, but no further remediation was done. There was no follow up on findings related to payment of wages below legal minimum wages. Tricorp BV has not investigated any root causes of the findings so far. There was no stringent follow up on the CAPs, mostly the brand relies on the outcome of follow-up audits. The brand leaves the responsibility and initiative to remediate with its suppliers.

At one supplier in Bangladesh, Tricorp BV has 90% leverage. The brand has supported this supplier in several ways to improve building safety. The last audit was conducted on 30th December 2020. The follow up on the audit findings of this audit will be done in 2021.

Tricorp BV did not follow up on any COVID-19 related risks like for example payment below legal minimum wages.

Recommendation: Fair Wear highly recommends Tricorp BV actively contribute or facilitate the improvement process. Tricorp BV should set up a work plan for close follow up on all audit CAPs and increase close cooperation with its suppliers and their worker representatives for remediation and prevention of audit findings. Furthermore, it is advised to only close issues when verification can be provided by showing proof (pictures, documentation) or by on-site visits of Tricorp BV, by including worker representation, or an independent third party.

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

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.6 Existing audit reports from other sources are collected.	Yes and quality assessed	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.	2	3	0

Comment: Since 2019, Tricorp BV is a member of amfori BSCI in addition to being a member of Fair Wear. Most of the member's suppliers are audited by amfori BSCI. For 2020, there was no stringent follow up on audit CAPs as Tricorp BV leaves the overall responsibility of remediation up to its suppliers. Follow up audits will show proof if the supplier remediated CAP findings.

Recommendation: Fair Wear recommends Tricorp BV, to assess the quality of the external audit report and immediately discuss with the supplier what information is missing and how to collect that information. Furthermore, it's recommended to include the external audits into the close follow up together with its agents, suppliers and worker representatives. The brand should document the close follow up and verify the improvements by either visit, cooperation with worker representatives, photos or videos or a third party consultation/audit.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.7 Compliance with FWF risk policies.	Average score depending on the number of applicable policies and results	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.	1	6	-2
Compliance with FWF enhanced monitoring programme Bangladesh	Intermediate			3	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	Intermediate			3	6	-2
Other risks specific to the member's supply chain are addressed by its monitoring system	Insufficient			-2	6	-2

Comment: Bangladesh

Tricorp BV is sourcing from three production locations in Bangladesh. In 2020, Tricorp BV became a member of the Accord. The brand receives frequently the Accord-CAPs about Fire-, Electricity and Building Safety of its suppliers and follows up on needed improvements. The CAPs are discussed internally with the Management team. At one of the factories, where Tricorp BV has 90% leverage, a severe accident happened during the audit. The audit was conducted at the end of December 2020 and the member brand immediately followed up on this issue and supported its supplier financially to improve the safety at this factory in January 2021.

Anti-Harassment committees are in place, yet the brand does not follow up about the functioning of the committees.

Turkey

Tricorp BV has three Turkish suppliers. The brand has developed a policy for Syrian refugees, following and integrating the Fair Wear guidelines in its communication with the Turkish production locations. Findings related to Syrian refugees in audits are addressed. The most recent Worker Information Sheet (WIS) of Fair Wear Global Services is posted in these three factories.

Tricorp BV has conducted a risk analysis about its sourcing countries, taking into account information of local stakeholders. The brand has a good understanding of the common risks, however, Tricorp BV has less understanding about specific risks at its suppliers like for example the wage situation of the workers.

For countries like China, Pakistan and India Tricorp BV has identified country risks like forced labour, excessive overtime, discrimination, freedom of association, living wages and health and safety issues.

Tricorp BV has not addressed any specifically assessed risks with its suppliers.

In 2020, Tricorp BV has sent a survey about COVID-19 related questions to learn about the situation at its suppliers. The survey showed that Tricorp BV supplier has implemented COVID-19 measures to secure workers health and safety. Also, the brand investigated how much its suppliers spend on COVID-19 preventive measures and offered financial support in case needed. No supplier asked for financial support. The survey did not lead to a prioritisation of risks. As visits and audits were most of the time not possible Tricorp BV did not use alternative monitoring options such as virtual video tours. Tricorp BV has not used the COVID-19 Factory Health and Safety Discussion Sheet and the COVID-19 Health and Safety Measures Checklist that Fair Wear made available in the contact with suppliers to check the measures. The brand was in frequent contact with its suppliers, mostly by phone. Tricorp BV has supported its suppliers by prepaying orders for some suppliers, sending face masks and keep sending orders to its suppliers to keep the production running. However, the member brand has not conducted any deeper investigations into COVID-19 related risks in its supply chain. As a result, Tricorp BV did not follow up on any COVID-19 related risks such as payment below legal minimum wages.

Requirement: Please note that following Fair Wear’s policy for repeated non-compliance in Fair Wear’s Brand Performance Checks, members that receive an insufficient or -2 score on this indicator for the second year in a row, will be placed in the ‘Needs Improvement’ category. Please note that following Fair Wear’s policy for repeated non-compliance in Fair Wear’s Brand Performance Checks, members that receive an insufficient or -2 score on this indicator for the second year in a row, will be placed in the ‘Needs Improvement’ category.

Tricorp BV needs to address the most urgent issues first, following its prioritisation of COVID-19 issues in collaboration with suppliers. Eventually, the member should show additional steps to remediate all COVID-19 related issues. In addition, Tricorp BV should take measures to prevent the loss of jobs or lowering of wages at suppliers due to COVID-19, following the guidelines in Handbook: Covid-19 Lost wages and jobs series.

Recommendation: Fair Wear recommends Tricorp BV to closely follow up on the Anti-Harassment Committees of its suppliers in Bangladesh. The brand must ensure that the installed committees are functioning by talking with management, worker representatives and member of the committee, by collecting meeting minutes and by providing worker training. Tricorp BV should make sure that suppliers have sufficient knowledge and a functional system to promote gender equality and prevent gender-based violence. A functional system to prevent violence needs the involvement of both factory management and workers representatives. Fair Wear has extensive experience in supporting both employees and employers in setting up functional Anti-Harassment Committees. Fair Wear could provide training and regular support to suppliers upon request.

To address the risk of unauthorised subcontracting, the member is advised to organise audits for all Turkish suppliers.

Tricorp BV is recommended to start to discuss the assessed risks with its suppliers, including preventive measures and mitigate findings. The brand should thoroughly document its assessment, the meeting minutes and follow up.

The member could use the COVID-19 Factory Health and Safety Discussion Sheet and the COVID-19 Health and Safety Measures Checklist that FW made available and share these with its suppliers.

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: Tricorp BV has one supplier in Vietnam which is shared with a Dutch Fair Wear member and with two other Dutch Non-Fair Wear member brands. Tricorp BV is cooperating with all brands at this supplier. Together with the two other non-Fair Wear Brands Tricorp BV also engages in the AGT "AMPLIFY" project about Freedom of Association at this shared supplier in Vietnam.

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

Member undertakes additional activities to monitor suppliers.: N/A (N/A)

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: Tricorp BV has conducted full audits at six out of its nine tail-end 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: 23

Earned Points: 15

3. Complaints Handling

Basic measurements	Result	Comments
Number of worker complaints received since last check.	0	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.	0	

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 CSR manager is designated to address 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: Tricorp BV could show proof of posted Worker Information Sheets (WIS) at almost all suppliers. Only for one supplier, the WIS was missing for 2020, in the meantime cooperation with this supplier has ended.

Recommendation: Tricorp BV is recommended to check if the Worker Information Sheets posted at the factories are up to date and comply with the newest version Fair Wear provides on its Member Hub.

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.	5%	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.	4	6	0

Comment: In 2019, one Chinese production location has participated in Fair Wear's Workplace Education Programme basic module, accounting for 5% of Tricorp BV's production volume in high-risk countries.

Due to the Covid-19 pandemic, no training was requested in 2020. The brand could not show proof that Fair Wear's worker videos were shared with the workers at its suppliers in Vietnam or Turkey.

Recommendation: Fair Wear recommends members to actively raise awareness about the FWF Code of Labour Practices and FWF complaint hotline among a larger portion of its suppliers. Tricorp BV should ensure good quality systematic training of workers and management on these topics. To this end, Tricorp BV can either use Fair Wear's Workplace Education Programme (WEP) basic module or implement training related to the Fair Wear Code of Labour Practices and complaint hotline through service providers or brand staff. Fair Waer guidance on good quality training is available on the Member Hub.

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.	No complaints received	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.	N/A	6	-2

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.5 Cooperation with other customers in addressing worker complaints at shared suppliers.	No complaints or cooperation not possible / necessary	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.	N/A	2	0

Complaints Handling

Possible Points: 9

Earned Points: 7

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: For Tricorp BV the Fair Wear membership is of high priority. Therefore the entire staff is informed about the Fair Wear membership. New employees receive special onboarding training. The training material is freely accessible. In addition, the CSR manager provides updates related to Fair Wear membership on employee meetings.

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: There are regular meetings and information exchange between the CEO, COO, purchasing staff and the CSR manager. In addition to this, CSR individually discusses audits with the buyers as they participate in the CAP follow-up.

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: Tricorp BV has several agents. Price negotiations take only place with the agent without taking the supplier into account. The brand does not know if the prices paid to the agents support living wages at the factory level. The agents are responsible for the CAP follow-up. Tricorp highlights the most severe findings which need to be discussed first with suppliers. Yet, Tricorp has not developed any due diligence procedure for agents, also there is no active follow up by the brand on CAP progress at the suppliers. Documentation about the conversation with agents as well as proof of CAP improvement is not stored.

Recommendation: Fair Wear recommends Tricorp BV to apply consistency in its Fair Wear approach and develop a 'procedure - CAP follow up by suppliers'. With this procedure, Tricorp BV can actively train their sourcing contractors/agents on monitoring and remediating identified issues and enable them to support the implementation of the Code of Labour Practices.

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.	0%	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.	0	6	0

Comment: In 2020, no supplier of Tricorp BV participated in any training programme that support transformative processes related to human rights.

Recommendation: Fair Wear recommends members to implement training programmes that support factory-level transformation such as establishing functional internal grievance mechanisms, improving worker-management dialogue and communication skills or addressing gender-based violence. Training assessed under this indicator should go beyond raising awareness and focus on behavioural change and long-term structures to improve working conditions. To this end, members can make use of FWF's Workplace Education Programme communication or violence prevention module or implement advanced training through service providers or brand staff. FWF guidance on good quality training is available on the Member Hub.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.5 Degree to which member company follows up after a training programme.	No training programmes have been conducted or member produces solely in low-risk countries	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.	N/A	2	0

Training and Capacity Building

Possible Points: 11

Earned Points: 5

5. Information Management

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
5.1 Level of effort to identify all production locations.	Insufficient	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.	-2	6	-2

Comment: Due to Tricorp BVs long-lasting business relationship with its suppliers, all main production sites and agents are well known. However, when it comes to subcontractors, for 2020 it's not clear whether the subcontracting partners are used for its production or not. As a result, the subcontractors were not included in the production location list of Tricorp BV. Tricorp BV has implemented a policy for all suppliers stating that subcontracting is only allowed prior approval of the brand.

Requirement: Please note that following Fair Wear's policy for repeated non-compliance in Fair Wear's Brand Performance Checks, members that receive an insufficient or -2 score on this indicator for the second year in a row, will be placed in the 'Needs Improvement' category.

After the end of each financial year, members must confirm their list of production locations and provide relevant financial data. A complete list means ALL production locations are included of all production processes the member uses in the stages after fabric production. Tricorp BV should follow up on audit findings to investigate whether these subcontractor locations are used for Tricorp BV production.

Recommendation: Tricorp BV is recommended to develop a systematic approach to follow up on audit findings on unknown subcontracting partners as well as to investigate its main suppliers for (potential) used subcontractors during the financial year. All identified subcontracting partners should sign the Fair Wear questionnaire Code of Labour Practices, have the Worker Information Sheets posted and Health & Safety Checklists should be completed.

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: Within Tricorp BV, its teams consisting out of CEO, COO, Purchasing and CSR, are working closely together. Frequent meetings ensure a good internal information flow about working conditions, audit results and current issues of its production locations.

Information Management

Possible Points: 7

Earned Points: -1

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: Tricorp BV complies with the Fair Wear communication policy. Information about its membership at Fair Wear can be found on its website. The brand does not use on-garment communication.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.2 Member company engages in advanced reporting activities.	Published Brand Performance Checks, audit reports, and/or other efforts lead to increased transparency.	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.	1	2	0

Comment: Tricorp BVs Brand Performance Check report is shared on its website as well as elaborate information about its sustainable commitment and goals. The member brand has signed the confidentiality agreement with Fair Wear as a first step to be transparent about production locations. Yet, Tricorp BV has not disclosed its suppliers in Fair Wear or at Fair Wear's website.

Due to the brand's membership within the Dutch Agreement on Sustainable Garments and Textile, the brand's supplies are published (in an aggregated way) in the Open Apparel Registry (OAR). Tricorp BV is convinced that its suppliers will be transparently published within Fair Wear and on the Fair Wears website in the near future.

Requirement: Fair Wear requires Tricorp BV to disclose production locations to other member brands in Fair Force and on the Fair Wear website.

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: Tricorp BV has submitted a detailed social report to Fair Wear and published it on the corporate website.

Transparency

Possible Points: 6

Earned Points: 5

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: In 2020, frequent meetings took place between related departments and CEO with regular evaluation of the status quo of the brand. As a result of the evaluation, all activities were listed in an overview with a responsible person to follow up. In case needed policies were adapted.

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.	43%	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.	2	4	-2

Comment: Tricorp BV has shown efforts to work on the requirements of the previous Brand Performance Check. The brand could show proof, that four out of ten requirements were fully followed up, the indicators are 1.3; 2.3; 2.7; and 3.2. This means that new production locations sign and returns the Fair Wear questionnaire with the Code of Labour Practices (1.3), Corrective Action Plans (CAPs) are shared with factories including a reasonable timeframe for resolving the CAP (2.3), Tricorp BV has signed and is now a member of the Bangladesh Accord (2,7) and all of Fair Wear's Worker Information Sheets are posted in the factories (3.2).

Two requirements are partly solved: requirement 1.11 by 10% and requirement 5.1 by 20%.

For 1.11 the member brand started first attempts of wage verification at its supplier in China and for 5.1 Tricorp BV has implemented a policy for all suppliers stating that subcontracting is only allowed prior approval of the brand.

The following requirements remain unsolved: 1.7 Degree to which member company mitigates root causes of excessive overtime; 1.8 Member company can demonstrate the link between its buying prices and wage levels in production locations; 1.13 Member company determines and finances wage increases; and 1.14 Percentage of production volume where the member company pays its share of the target wages.

Requirement: Tricorp BV is required to work towards remediation of previous requirements from the last Brand Performance Check. Further engagement needs to be taken with regard to the following requirements mentioned in the last Brand Performance Check.

Evaluation

Possible Points: 6

Earned Points: 4

Recommendations to Fair Wear

Tricorp BV has not given any recommendations to Fair Wear.

Scoring Overview

Category	Earned	Possible
Purchasing Practices	13	52
Monitoring and Remediation	15	23
Complaints Handling	7	9
Training and Capacity Building	5	11
Information Management	-1	7
Transparency	5	6
Evaluation	4	6
Totals:	48	114

Benchmarking Score (earned points divided by possible points)

42

Performance Benchmarking Category

Needs Improvement

Brand Performance Check details

Date of Brand Performance Check:

14-09-2021

Conducted by:

Annet Baldus

Interviews with:

Mr. Ruud Kuijpers, Financial director

Mrs. Dhyana van der Pols, COO

Mrs. Josette Hermans, CSR

Mr. Freek Jansen, Head of Buying

Mr. Sjoerd Hamerslag, Finance department

Mr. Max van Domburg, Marketing department