



Brand Performance Check

Nudie Jeans Co.

Publication date: June 2022

This report covers the evaluation period 01-01-2021 to 31-12-2021

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 year's 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 COVID-19 pandemic limited the brands' ability to visit and audit factories. To ensure the monitoring of working conditions throughout the pandemic, Fair Wear and its member brands made use of additional monitoring tools, such as complaints reports, surveys, and the consultation of local stakeholders. These sources may not provide as detailed insights as audit reports. To assess outcomes at production location level, we have included all available types of evidence to provide an accurate overview of the brands' management systems and their efforts to improve working conditions. Nevertheless, brands should resume verifying working conditions through audits when the situation allows for.

Brand Performance Check Overview

Nudie Jeans Co.

Evaluation Period: 01-01-2021 to 31-12-2021

Member company information	
Headquarters:	Goteborg , Sweden
Member since:	2009-11-01
Product types:	Garments, clothing, fashion apparel
Production in countries where Fair Wear is active:	India, Tunisia, Turkey
Production in other countries:	Italy, Lithuania, Poland, Portugal, Sweden
Basic requirements	
Workplan and projected production location data for upcoming year have been submitted?	Yes
Actual production location data for evaluation period was submitted?	Yes
Membership fee has been paid?	Yes
Scoring overview	
% of own production under monitoring	90%
Benchmarking score	95
Category	Leader

Summary:

Nudie Jeans has shown advanced results on performance indicators. With a monitoring percentage of 90% and a benchmarking score of 95, the brand remains in the 'Leader' category for the ninth consecutive year.

Corona Addendum:

The second year influenced by COVID-19 was quite a resilient year for Nudie Jeans. Although the financial result improved compared to 2020, it was still affected by COVID-19. All staff could work normal hours again. Nudie Jeans offered flexible delivery times to the suppliers, which did not influence the delivery to the retailers. The summer collection came late, but Nudie Jeans could use the production of an earlier season. The winter collection was delivered on time. Nudie Jeans could absorb the higher costs, caused by COVID-19 measures and rises in material prices, in its margins. Again, Nudie Jeans received an A status in the Ethical Fashion Report.

Nudie Jeans held close contact throughout the year with all suppliers. Due to its strong systems, strong relationships with its suppliers, and trusted local staff, it could respond in a sustainable way to the pandemic. Nudie Jeans offered flexible delivery dates as well as pre-payment. It helped some suppliers financially, for example by paying for the vaccines. The flexible delivery dates helped the suppliers work within reasonable working hours and with their subcontractors, instead of looking for new capacity. Nudie Jeans reduced and reorganised orders, to accommodate the capacity of the suppliers. Nudie Jeans showed the worker videos in India and Turkey and was engaged in several dialogues between NGOs and unions. Nudie Jeans listed its main suppliers in the Open Apparel Registry.

As the staff of Nudie Jeans was still not allowed to travel, it heavily relied on the local staff. The local staff could travel within their own country and could visit the production locations. They received training and webinars on how to monitor, with a special focus on threats and measures of COVID-19. All staff of Nudie Jeans was updated regularly on the situation by the CSR team.

Nudie Jeans expanded its Living Wage Program to new locations in India and Turkey. It continued being involved in the Sag Salim project in Turkey. This project empowers minority groups in Turkey, especially but not solely the farmers at the cotton industry.

Despite the challenges, Nudie Jeans is even more determined to improve its supply chain, intensify its transparency, and develop a new strategy in which sustainability plays a key role.

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.	77%	Member companies with less than 10% of a production location's production capacity generally have limited influence on production location managers to make changes.	Supplier information provided by member company.	4	4	0

Comment: Nudie Jeans has 50 active suppliers located in Italy, Portugal, Tunisia, Turkey, Poland, Lithuania, Sweden, and India. The percentage of production volumes from production locations where Nudie Jeans buys at least 10% of production capacity remained more or less the same in comparison to 2020 (78%).

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.	18%	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.	2	4	0

Comment: Nudie Jeans has a strategy to consolidate - reducing number of seasons and number of items etc. and hence reducing the number of subcontractors. Nudie Jeans consolidated its supply chain in comparison to 2020 (32% in 2020). Nudie Jeans stopped producing at an Italian supplier, and their subcontractors in Italy and Tunisia (see indicator 1.5).

Nudie Jeans' production locations in Portugal have fragmented supply chains. Most suppliers have an own supply chain of subcontractors. These suppliers have built a long-term relationship with their supply chain, Nudie Jeans chooses to keep using the subcontractors of each main supplier, as the relationships are sustainable, reliable, and trusted. This means that each product has its supply chain thus Nudie Jeans will keep having a pool of subcontractors in the tail-end.

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.	88%	Stable business relationships support most aspects of the Code of Labour Practices, and give production locations a reason to invest in improving working conditions.	Supplier information provided by member company.	4	4	0

Comment: Nudie Jeans is keen on maintaining long-term relationships with suppliers. 88% of its FOB was produced at locations where a business relationship has existed for at least five years, a small increase in comparison to 2020 (84%).

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

Comment: Nudie Jeans was able to show all signed and returned questionnaires. In 2021, Nudie Jeans started producing at eleven new locations.

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

Comment: At a sourcing country level, Nudie Jeans has developed an evaluation of countries based on the Human Development Index, Democracy Index, Global Peace Index, and Corruption Perception Index determining the lowest acceptable score to allow production in those countries.

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

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

In 2021, Nudie Jeans started sourcing from a new supplier in India. In 2019, Nudie Jeans visited this new location. It conducted an audit in October 2020, which was a good check after the first COVID-19 wave. Although this supplier did not have a lot of sewing experience yet, Nudie Jeans decided to source from this supplier, as they have sustainability at the core of their business.

Nudie Jeans used the risk analysis of 2020 which was specifically developed to identify and monitor COVID-19-related issues, as a basic source for the discussions with the suppliers, but it was not leading anymore. Nudie Jeans held regular follow-up discussions with its suppliers, often about specific regulations and precautions needed for that moment. Its local staff works for Nudie Jeans for a long time and were trusted eyes on the ground throughout the year, monitoring the situations at the suppliers.

During the lockdown in India in 2021, they held close contact and supported the suppliers based on their needs. For one supplier, Nudie Jeans paid for the vaccines. Another supplier received financial support. The suppliers in other countries did not cope with lockdowns, but there was delay in the planning due to a big amount of ill workers. Nudie Jeans applied flexible delivery times to accommodate this.

Nudie Jeans joined webinars of Fair Wear as well as other industry webinars, to be kept updated and to broaden its vision of risks and complexities in production countries.

Nudie Jeans participated in dialogues on numerous occasions during the year, with stakeholders from the community, third-party organisations, suppliers, and NGOs. None of the suppliers needed to close down, and all suppliers are still in business.

Nudie Jeans started turning its risk analysis into a more ongoing risk-assessment tool. The implementation will take place in 2022. The information used for this tool is based on supplier information, local information, information from Fair Wear and other relevant sources.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.5 Production location compliance with Code of Labour Practices is evaluated in a systematic manner.	Yes, and leads to production decisions	A systemic approach is required to integrate social compliance into normal business processes, and supports good decisionmaking.	Documentation of systemic approach: rating systems, checklists, databases, etc.	2	2	0

Comment: Nudie Jeans worked on developing a monitoring system for supplier evaluation for years, and it implemented it for the first time in 2020. In this system, all departments can score each supplier on performance, from finance and supply chain to CSR and product development. In 2021, Nudie Jeans improved the system. It made sure all indicators are measured equally, and it added data from warehouses and from the finance department. The sustainability manager discusses the outcomes of this system regularly with the departments. The sustainability manager consults the overview for input during meetings with a supplier and discusses the outcomes. Together, they look for improvements. As sustainability is a core value for each supplier, the suppliers don't score low on these indicators. Since Nudie Jeans used this system for the 2nd year, they can start comparing the data.

In 2021, Nudie Jeans has ended its relationship with the main supplier in Italy, and its subcontractors in Italy and Tunisia. Nudie Jeans has repeatedly discussed their performance and offered many possibilities to support improving the situation. Nudie Jeans was in contact with the subcontractors as well. The main subcontractor was requested to be incorporated as a subcontractor to the other main denim supplier in Tunisia. The workers were part of some discussions to ensure their involvement. Nudie Jeans communicated far in advance that it will place its last order in Q1 of 2021. This whole process took over two years to make the final decision to end the relationship.

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

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

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

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

In 2021, Nudie Jeans needed to plan lead time of all fabrics more accurately, as the markets of different fabrics became insecure. For example the lead time of yarn was three times longer. This pushed Nudie Jeans to pre-estimate all orders and plan even more in advance. This global trend actually helped the suppliers in their planning.

In 2021, Nudie Jeans was flexible on delivery dates. It had some new designs in production, but this had no influence on the planning. The production volume was quite stable. In Portugal each main supplier has its own supply chain, but they are close by and have active contact, so the planning goes smoothly. Nudie Jeans repeatedly discussed that it was not allowed to add another unit to the supply chain, instead they offered flexible delivery times. Nudie Jeans kept in close contact with suppliers to adjust planning related to COVID-19.

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: Nudie Jeans had close contact with all suppliers to discuss the root causes of excessive overtime. Nudie Jeans offered flexible delivery times. Nudie Jeans has not used the overtime tool yet.

An audit of a supplier in Turkey noted excessive overtime. Nudie Jeans had contact with the supplier to work on this overtime. Together, they found out that the overtime in the factory was not caused by the production planning of Nudie Jeans, nor by another member brand. Nudie Jeans works on root causes of overtime, described under indicator 1.6, so it is rewarded with an advanced score.

Recommendation: Fair Wear recommends to use the Fair Working Hours Guide to mitigate the root causes of excessive overtime.

Fair Wear recommends cooperating with other brands to increase leverage, when trying to mitigate excessive overtime hours.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.8 Member company can demonstrate the link between its buying prices and wage levels in production locations.	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: Normally, suppliers of Nudie Jeans give price estimations, and the company expects that these are set in a way that the minimum wage is covered. This is later checked by auditing. At all factories of Nudie Jeans that have been audited the wage levels matched or exceeded the legal minimum wage, except for Italy.

In 2021, Nudie Jeans had a lot of discussions on the breakdown of prices. All suppliers have been very helpful and transparent on their prices, but it is an intensive project to have insights into all correct margins and to have the correct information to determine the prices. As sustainability is part of Nudie Jeans' selection process, the suppliers are actively cooperating.

All main suppliers in Turkey, Tunisia, and India which were not in the current Living Wage program yet, filled in the labour minute costing sheet and some started with the Fair Price app. The suppliers in Portugal and Italy started filling the sheet.

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

Nudie Jeans started to use the Fair Price App in India. The suppliers received training on-site. Nudie Jeans used the old method and the Fair Price App to double check the outcome. This made it an intense project to work on. It needed to get acquainted with the tool, but the outcomes so far are positive. The suppliers were positive as well. Especially with the prices rising over the year, and probably will keep rising in 2022, this tool gave a transparent insights into the pricing. It is a good tool to have a detailed and open discussion on prices, but it needs the support of the suppliers, as it is quite time consuming to work with it. Nudie Jeans is planning to roll out the use of the tool in the other sourcing countries as well.

Nudie Jeans absorbed the higher prices of the suppliers by reducing its own margins. It accepted higher prices of the suppliers without negotiation.

Recommendation: Fair Wear recommends Nudie Jeans to expand their knowledge of cost break downs of all product groups.

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: Due to lockdowns, Nudie Jeans set out a survey to check on minimum wages. After the input from the survey and discussions with the suppliers, Nudie Jeans identified one factory in India that was in need of extra payment, due to the second wave of COVID-19. Nudie Jeans decided to pay this extra amount.

In 2021, the suppliers in India in particular had to deal with lockdowns. All Indian suppliers confirmed payment of legal minimum wages during the lockdown.

In Italy, there was an issue around the payment of minimum wages at a subcontractor. Nudie Jeans sources from a location of which its production location received a small amount of orders, which led to less work for its workers. The minimum wage in Italy can differ per factory and per region. Due to the low production volumes and some complicated rules around minimum wages, the workers of this subcontractor did receive the minimum wage according to the contract, but not according to the national level. Nudie Jeans gave this issue high priority and the human rights colleague actively investigated this issue. Nudie Jeans is the biggest brand sourcing from them. Nudie Jeans pushed other brands to put more orders at this supplier. But in 2021, it had no success. This subcontractor started using the costing tool, but the results were not yet available in 2021.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.10 Evidence of late payments to suppliers by member company.	No	Late payments to suppliers can have a negative impact on production locations and their ability to pay workers on time. Most garment workers have minimal savings, and even a brief delay in payments can cause serious problems.	Based on a complaint or audit report; review of production location and member company financial documents.	0	0	-1

Comment: Nudie Jeans had no payments that exceeded the agreed timeframe. Nudie Jeans paid some suppliers a bit late, but all within the contractual timeframe. In some cases, the invoices were not received, or it first needed to solve an issue. Nudie Jeans has been willing to do pre-payments in advance on request of the suppliers. Nudie Jeans paid for finished goods, and goods that were in production.

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

Comment: The management of Nudie Jeans decided to proceed with the Living Wage program end of 2020. This program aims to increase all wages towards a living wage. Nudie Jeans discusses with the involved suppliers how to raise the wages gradually. It expanded the project to a supplier in India and Turkey. In 2021, Nudie Jeans took the lead in coordinating the other member brands and the factory to move to action and implement its share of living wages for the employees at the Turkish supplier.

The process in Turkey is difficult, as all discussions were online, and only one person from the management of the Turkish supplier could speak English. The leverage of the four member brands together is 80%, so they can push the other brands as well to pay their share. The program made progress, even in these difficult years.

In Tunisia, the production locations have worker representatives and unions who are engaged and active in help enrol increase wages. In 2021, Nudie jeans could accomplish less than foreseen due to COVID-19. Nudie Jeans received the cost breakdown of its main supplier in Tunisia but did not find the opportunity in 2021 to discuss this breakdown. Nudie Jeans identified a lack of social dialogue. The training on social dialogue, which was due in 2021, also needed to be postponed.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.12 Percentage of production volume from factories owned by the member company (bonus indicator).	None	Owning a supplier increases the accountability and reduces the risk of unexpected CoLP violations. Given these advantages, this is a bonus indicator. Extra points are possible, but the indicator will not negatively affect an member company's score.	Supplier information provided by member company.	N/A	2	0

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

Comment: As part of the Living Wage program, Nudie Jeans is determined to map the wage levels at 100% of its suppliers and gradually increase it. In 2021, Nudie Jeans accomplished 50% (compared to 47% in 2020) of the mapping.

It extended the program to a factory in India and Turkey in 2021, now covering all Indian main suppliers and one of the two suppliers in Turkey. The official benchmarks are based on estimates for people living in bigger cities. The supplier in Turkey conducted a thorough research, including input from the workers via a survey, to develop a benchmark for a rural area.

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.	23%	Fair Wear member companies are challenged to adopt approaches that absorb the extra costs of increasing wages.	Member company's own documentation, evidence of target wage implementation, such as wage reports, factory documentation, communication with factories, etc.	2	6	0

Comment: Nudie Jeans has been paying its share of the living wage at three Indian main suppliers, covering all Indian suppliers and five stitching units, and extended to one factory in Turkey, which covers in total 12% of its production volume. The low-risk countries contribute to 11% of the total production volume, which put the total percentage on 23.

Additional comments: the new Indian supplier is outside of Bangalore. This supplier put a lot of effort into good working conditions. They have special support for single mothers, a gender program, and good health and safety measures. The management of the supplier is investigating in a 'welfare app' to monitor the sentiment of the workers.

Purchasing Practices

Possible Points: 52

Earned Points: 46

2. Monitoring and Remediation

Basic measurements	Result	Comments
% of production volume where an audit took place.	79%	
% of production volume where monitoring requirements for low-risk countries are fulfilled.	11%	To be counted towards the monitoring threshold, FWF low-risk policy should be implemented. See indicator 2.9. (N/A = no production in low risk countries.)
Member meets monitoring requirements for tail-end production locations.	Yes	
Requirement(s) for next performance check		
Total monitoring threshold:	90%	Measured as percentage of production volume (Minimums: 1 year: 40%; 2 years 60%; 3 years+: 80-100%)

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.1 Specific staff person is designated to follow up on problems identified by monitoring system.	Yes	Followup is a serious part of Fair Wear membership, and cannot be successfully managed on an ad-hoc basis.	Manuals, emails, etc., demonstrating who the designated staff person is.	2	2	-2

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

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

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.3 Audit Report and Corrective Action Plan (CAP) findings are shared with factory and worker representation where applicable. Improvement timelines are established in a timely manner.	Yes	2 part indicator: Fair Wear audit reports were shared and discussed with suppliers within two months of audit receipt AND a reasonable time frame was specified for resolving findings.	Corrective Action Plans, emails; findings of followup audits; brand representative present during audit exit meeting, etc.	2	2	-1

Comment: Nudie Jeans shares audit reports, discusses CAP and agrees on timelines with its production locations in a timely manner. When worker representatives are present, the factory management is asked to involve them.

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

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

In 2021, Nudie Jeans organised 10 audits, one in Italy, one in Turkey, and eight in Portugal. The audit carried out in Turkey was conducted by Fair Wear, and the audits in Portugal and Italy were carried out by independent consultants. Nudie Jeans worked on following up on the audit results as well as on non-compliances from other reports and previous audits.

Nudie Jeans was not able to close all CAPs. The main reason was that the staff of Nudie Jeans was still not allowed to travel in 2021, but the local staff could visit all factories.

In Italy, the audit was carried out late in the year. The findings were connected to production planning and order volumes and wages (see indicator 1.9).

In Turkey, the audit was shared with other Fair Wear member brands. Almost 50% of the CAPs could be solved directly, mostly related to health and safety measures. Issues on the safety of the building have been planned for 2022.

In Portugal, the audits were carried out late in the year, due to COVID-19. The reaction time of the suppliers to the outcomes of the audits has been slow in 2021, especially in Portugal. The language was a barrier, as the audits were conducted in English and first needed to be translated. In the future, the audit reports will be written in Portuguese. Also, the main supplier recruited new staff and a new owner, which led to a delay in responding to social issues. The subcontractors did not give these findings priority, since the leverage of Nudie Jeans is very low. Nudie Jeans is in contact with them and follow up will be done in 2022.

Recommendation: Fair Wear encourages Nudie Jeans to continue strengthening their system to analyse how they mitigate root causes of findings and what changes they can make in their purchasing practices.

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

Comment: As travel was restricted due to the COVID-19 pandemic, this indicator is not applicable in 2021.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.6 Existing audit reports from other sources are collected.	Yes, quality assessed and corrective actions implemented	Existing reports form a basis for understanding the issues and strengths of a supplier, and reduces duplicative work.	Audit reports are on file; evidence of followup on prior CAPs. Reports of quality assessments.	3	3	0

Comment: BSCI and Intertek audits are also collected or at least shared on-site during meetings at the production locations and CAPs developed. The quality of the audits is assessed by the Sustainability manager and remarkable issues are raised in conversation with the factory management. Nudie Jeans has ongoing collaborations with other brands sourcing from the suppliers.

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

Comment: Nudie Jeans sourced 4% of its FOB in Turkey in 2021. Nudie Jeans uses different sources to monitor risks. The risk assessment for Turkey have also been of great use during the year as the political situation has been unstable. Nudie Jeans shared the worker videos with the suppliers, and received photos that the workers watched the videos. Nudie Jeans joined the Sag Salim program in 2020, a program focused on vulnerable workers in the full supply chain, beyond tier 1. It uses social media to reach the workers and farmers and to educate them on their rights.

The suppliers haven't hired Syrian refugees, this was confirmed in the audit and reconfirmed by the local agent. The supplier explained that it is quite complicated to get a work permit for Syrians, so they prefer working with Turkish employees. The current employees are skilled, so they support them in order to keep them as employee. The local agent watched webinars of Fair Wear and received training.

India suffered from a lockdown for several weeks. Nudie Jeans held close contact throughout the year, but especially during the lockdown, discussing the specific needs per production location. Nudie Jeans supported two suppliers financially by paying vaccines. Suppliers received extra support to meet the standard of a living wage. During this lockdown, the workers stayed around and did not go back to their villages. This meant less turn-over in comparison to last year. Nudie Jeans started to organise training for the workers. In general, Nudie Jeans monitors the situation in India to be up to date on the potential risks, via documentation and via input from the local staff.

The Tunisian suppliers didn't suffer from lockdowns in 2021 and the local staff was able to visit the suppliers. Nudie Jeans monitors the issues in Tunisia closely - especially the issue of short term contract among the workers. Nudie Jeans monitors the ratio of the short term and long term contract. In 2021, the percentage of permanent contracts increased a bit. According to the supplier, the workers prefer short term contracts, as that gives them flexibility to work at other places in low season. This was double checked by the sustainability staff of the factory. The BSCI audits also didn't find an issue on contracting. The suppliers acted actively on COVID-19 restrictions with distancing, health and safety measure etc. and included extra costs in the garment price. The production flow was stable throughout the year, so the supplier did not need extra financial support. As staff did not always work on full capacity due to COVID-19, Nudie Jeans offered flexible delivery planning.

In Portugal, the suppliers suffered from a third and fourth wave of COVID-19. There was no lockdown, but a lot of workers stayed home to take care of the children. At the same time, the suppliers received more orders from new brands who wanted to source in Europe. This caused high peaks in the summer season. Nudie Jeans was very flexible on planning, to ensure the workers did not need to work overtime for its production. The supplier had change of staff and did not have a sustainability colleague in place for some time. The supplier also had new owners, who have sustainability high on its agenda. The subcontractors of the main suppliers do not always have the same level of sustainability. Nudie Jeans and the new owner of the supplier gave it priority to make sure their level meets the same requirements.

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

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.8 Member company cooperates with other FWF member companies in resolving corrective actions at shared suppliers.	Active cooperation	Cooperation between customers increases leverage and chances of successful outcomes. Cooperation also reduces the chances of a factory having to conduct multiple Corrective Action Plans about the same issue with multiple customers.	Shared CAPs, evidence of cooperation with other customers.	2	2	-1

Comment: Nudie Jeans always works together with other Fair Wear members when sourcing from the same supplier. Nudie Jeans often takes the lead. In 2021, Nudie Jeans shared suppliers in Turkey, Tunisia, and India. It also shared a few subcontractors in Portugal. Nudie Jeans participated actively in the Living Wage project with three other Fair Wear member brands. Nudie Jeans has made the decision in 2021 to recruit a colleague who will have more time and resources available. This new colleague has started in 2022.

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

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

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

Due to COVID-19, Nudie Jean's staff was not allowed to travel in 2021 as well. Local agents could travel within their country to visit the different locations. Nudie Jeans set up regular meetings with them on how to best monitor the supplier in times of COVID- 19.

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

Comment: Nudie Jeans does not make a distinction between tail-end suppliers and main suppliers. Ten audits were organised in 2021, of which seven were in the tail end of the production.

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

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

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

Monitoring and Remediation

Possible Points: 26

Earned Points: 26

3. Complaints Handling

Basic measurements	Result	Comments
Number of worker complaints received since last check.	1	At this point, FWF considers a high number of complaints as a positive indicator, as it shows that workers are aware of and making use of the complaints system.
Number of worker complaints in process of being resolved.	1	
Number of worker complaints resolved since last check.	1	

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.1 A specific employee has been designated to address worker complaints.	Yes	Followup is a serious part of Fair Wear membership, and cannot be successfully managed on an ad-hoc basis.	Manuals, emails, etc., demonstrating who the designated staff person is.	1	1	-1

Comment: The Sustainability manager who is responsible for Nudie Jeans' overall sustainability work is also the designated contact point for the social aspects and addressing worker complaints. At the end of 2021, Nudie Jeans hired a human rights and social impact manager who will be responsible for the follow-up of the complaints.

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

Comment: Nudie Jeans checks whether the Fair Wear Code of Labour Practices is posted at all locations. In 2021, the local agents confirmed the visibility of the posters and complaints helpline.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.3 Degree to which member company has actively raised awareness of the FWF CoLP and complaints hotline.	All production in low-risk countries/training not possible	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.	N/A	6	0

Comment: Because of COVID-19 restrictions in 2021 that limited the possibility to conduct training, this indicator is considered not applicable in this check. Still, Nudie Jeans organised awareness training in Turkey and Tunisia. Nudie Jeans also sent the videos, which were created for workers coming back at the factory, to the suppliers in India and Turkey.

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

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

In 2021, Nudie Jeans received one complaint in Turkey. The complaint was about possible informal employment of daily workers. After investigation, it became clear that the daily workers are registered. The local team of Fair Wear decided that it was not a valid complaint, so the complaint was closed with the consent of the worker. Nudie Jeans is involved in a project in Turkey to mitigate the risks of informal employment, hence identifying the root causes of this complaint.

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: Nudie Jeans works closely with other Fair Wear members to solve the complaints and tackle the root causes of complaints.

Complaints Handling

Possible Points: 11

Earned Points: 11

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: The staff of Nudie Jeans has been continuously updated on progress and relevant information in meetings as well as through its information portal. A monthly sustainability newsletter is sent to all staff. Nudie Jeans educated the sales staff in the shops about its sustainability efforts and about the transparency tool, which was launched in December 2020 (see indicator 6.2). This tool has been useful in showing the full supply chain and informing the consumers.

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

Comment: During the year all departments add their findings and data to an overview of how each supplier performs. The sustainability, supply chain, and product development department have regular evaluations of suppliers with the input from all departments, where they discuss the performance. The sustainability manager is responsible for bringing up critical issues related to working conditions or health and safety risks that might affect the production.

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

Comment: Nudie Jeans collaborates with local agents who support quality control and production planning. They also actively contribute to the implementation of the Fair Wear Code of Labour Practices. These agents are responsible for explaining the questionnaire in the local language and are involved in CAP follow-up. The agents work for Nudie Jeans for a long time, so they know the requirements of Fair Wear and are committed to ensuring good quality.

In 2021, Nudie Jeans staff were still not allowed to travel. The local agents were the eyes on the ground. The sustainability manager had regular contact with all agents to be updated on the conditions on the ground, besides sharing the monthly newsletter with all relevant information.

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.	All production in low-risk countries/training not possible	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.	N/A	6	0

Comment: Because of travel restrictions in 2021 that limited the possibility to conduct training, this indicator is not applicable in 2021. Nudie Jeans did organise two training on social dialogue in Turkey and a violence and anti-harassment training in India.

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: Nudie Jeans sets up peer-to-peer learning between workers.

In India, a lot of workers left in 2020 because of the lockdown caused by COVID-19. In 2021, Nudie Jeans set up peer-peer training for the new workers, but it was difficult to follow up on.

In Turkey, Nudie Jeans followed up on training with other brands sourcing from the same supplier. Nudie Jeans noticed that after the training, the worker representative was more actively involved.

Training and Capacity Building

Possible Points: 7

Earned Points: 7

5. Information Management

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
5.1 Level of effort to identify all production locations.	Advanced	Any improvements to supply chains require member companies to first know all of their production locations.	Supplier information provided by member company. Financial records of previous financial year. Documented efforts by member company to update supplier information from its monitoring activities.	6	6	-2

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

In collaboration with its suppliers, Nudie Jeans knows two seasons in advance which production locations will make which products. Nudie Jeans knows the capacity of each production location, the volume of the production, and the types of machines they use. By double-checking all these data, Nudie Jeans has a full overview of its production locations.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
5.2 CSR and other relevant staff actively share information with each other about working conditions at production locations.	Yes	CSR, purchasing and other staff who interact with suppliers need to be able to share information in order to establish a coherent and effective strategy for improvements.	Internal information system; status CAPs, reports of meetings of purchasing/CSR; systematic way of storing information.	1	1	-1

Comment: Nudie Jeans uses an information portal that is accessible to all colleagues. All colleagues keep each other updated via this system, which is used during meetings to discuss these updates.

Information Management

Possible Points: 7

Earned Points: 7

6. Transparency

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

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

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

Comment: Nudie Jeans has a transparency tool on its website, showing supply chain data per product, and a production guide with more detailed information.

Nudie Jeans listed its main suppliers in the Open Apparel Registry.

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

Transparency

Possible Points: 6

Earned Points: 6

Additional comments on Transparency :

Nudie Jeans is featured in the Ethical Fashion Report and rated at level A.

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 2021, the management group started to define a new strategy. Sustainability is one of the core elements of the new strategy. The CEO and sustainability manager have evaluated Fair Wear's membership, and since Fair Wear will be moving to a proactive due diligence approach, which suits Nudie Jeans and its ambitions, they have decided to remain a member.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
7.2 Level of action/progress made on required changes from previous Brand Performance Check implemented by member company.	No requirements were included in previous Check	In each Brand Performance Check report, Fair Wear may include requirements for changes to management practices. Progress on achieving these requirements is an important part of Fair Wear membership and its process approach.	Member company should show documentation related to the specific requirements made in the previous Brand Performance Check.	N/A	4	-2

Evaluation

Possible Points: 2

Earned Points: 2

Recommendations to Fair Wear

Nudie Jeans recommends Fair Wear to have a compiled and prepared country risk assessment tool for all member brands, which can be customised to their own supply chain. Also, Nudie Jeans recommends developing a checklist for due diligence requirements.

Scoring Overview

Category	Earned	Possible
Purchasing Practices	46	52
Monitoring and Remediation	26	26
Complaints Handling	11	11
Training and Capacity Building	7	7
Information Management	7	7
Transparency	6	6
Evaluation	2	2
Totals:	105	111

Benchmarking Score (earned points divided by possible points)

95

Performance Benchmarking Category

Leader

Brand Performance Check details

Date of Brand Performance Check:

24-05-2022

Conducted by:

Femke Blickman

Interviews with:

Sandy Lang - Sustainability manager

Gloria Ferrara - Human rights and social impact manager

Joakim Levin, CEO

Richard Hunyadi, Inhouse manager

Malte Ramberg, CFO

Sofia Bäck, Financial manager

Jenny Henriksson, Collection manager