



est. 1994

**iredaily**

**SOCIAL REPORT  
2020**



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# Foreword

2020 - What a year!



It has been a year that none of us could have imagined and one which has brought many new challenges. This year, our priorities have shifted on a daily basis.

Suddenly, it was no longer about market shares and trends, but about the health of all employees and workers on site and at our suppliers. But not only that! Above all, it was about social solidarity and finding quick solutions to support our customers throughout this time.

After the initial shock, it quickly became clear that the focus in the future will be much more about responsibility.

Like every company, we did not know how and whether things would continue. In this situation, we realised once again how important it is to have a team in which all colleagues show solidarity with each other and look for solutions together.

A great advantage of being a member of the Fair Wear Foundation is that we are required to examine our supply chains intensively and present that information transparently. To be able to do this satisfactorily, we keep our supply chain as small as possible and this guarantees us detailed knowledge and insight into all production steps.

We maintain open and transparent relationship with our suppliers, which can only be achieved by long-lasting cooperation. Thanks to this we have been able to ensure that the workers at our suppliers are paid even during the crisis. We were able to keep the majority of our order volume with all suppliers,

which meant that we could guarantee that no jobs were jeopardised. Only a small percentage of orders from one supplier had to be postponed for three months.

Quickly we felt that we had to take responsibility for our retailers. Therefore, the collections were adjusted so that many products did not have to be removed from the retail range after one season. In this way, we gave our customers the opportunity to sell the items that were not sold due to the lockdown at full price again in the following season. We wanted to prevent that good products had to be reduced and in the worst case even be destroyed. In addition, this is also an attempt to counteract the constantly increasing half-life of textiles.

Of course, it is precisely in such a crisis that the question of the 'deeper meaning' of fashion arises again and again. What added value do we bring to society as a fashion label? Sure, we create jobs but it is and remains important to follow up with actions instead of words. We can make a difference in the way we treat our employees, our suppliers, our customers, our partners and our environment. Our actions define the new direction of the textile industry! We want to make it fairer, more transparent and more sustainable. That is why we are constantly improving as a company to become part of a sustainable society that stands up for shared values and is committed to acting consciously.

Stay human, Stay different

Daniel Luger, CEO

# COVID-19 Statement

The global Covid-19 pandemic is still gripping the entire world. Each and every one of us is faced with unprecedented challenges for which there is no set solution. In these difficult times, regardless of national borders, we must stand together and act in solidarity to bring an end to this global crisis - because we are all not just in the same boat but in the same storm! That is why it is important for us to help those who do not have the same privileges as we do. We are aware that our scope for action as an individual company is limited. Therefore, we are glad to have all the Fair Wear members and workers' organizations on our side. Together, we are committed to respecting human rights and acting responsibly along our supply chain, even in this extraordinary situation.

We have the entrepreneurial obligation to take responsibility in these difficult times! We are determined

to continue driving sustainable change in the textile and apparel industry with our partners in the future.

In order to ensure the physical and financial integrity of our workers in the factories and our employees in Germany, we had to carefully find individual solutions for a wide range of issues last year. We have implemented numerous measures to protect our employees and partners in the best possible way. In our office, business operations were quickly adapted so that we were able to continue working contactless. However, we were more concerned about our suppliers and business customers, as we could not directly influence their situation. Therefore, it was important for us to help our partners to cope with the extraordinary challenges of this crisis.

**We have taken the following measures to ensure safety and minimise consequential damage:**

No cancellation of orders

Monitoring that each employee receives at least the minimum wage despite factory closures

Continued payment of our living wage

Compliance with all payment agreements with our suppliers

Flexible payment & delivery dates for our B2B customers

Longer and sanction-free delivery windows for our suppliers

Where possible, earlier submission of order figures for more planning security

Constant exchange with our suppliers about the situation on site

Financial offers of support for our suppliers

Verification of the implemented hygiene and protection measures, as well as measures initiated by the government in the factories by auditors and agents



We continue to have very close links with our suppliers. Open communication, flexible ways of working and trusting partnerships are very important, especially now.

At the moment, it looks like we are getting through the pandemic with just a 'black eye'. However, even we cannot predict what consequences will be felt in the coming years. We are very pleased that, at this point in time, it seems that we will be able to continue our long-standing relationships with most of our customers and suppliers.

The time has come to reflect and learn from these experiences. Only in this way the future of our industry can be shaped in a sustainable way. Carrying on 'as is' is not an option. Economic interconnectedness and the interaction of global players will continue to shape the international trade in the future. That is why we all have to pull together and realign our values. We wish that other companies would fundamentally rethink their corporate policies and procurement strategies, because now is the chance for a new beginning that focuses on fair sustainable action.



# Achievements 2020

## ✓ Leader Status



Each year, the Fair Wear Foundation (FWF) reviews our commitment and the work we have undertaken on the basis of 45 specific indicators. This review is known as the Brand Performance Check and focuses on our progress and efforts regarding the implementation of social standards along our supply chain over the past business year.

As a result of the Brand Performance Check, our work towards fair working conditions was rewarded with FWF Leader Status for the third year in succession. 98% of our production sites are „under monitoring“ according to the FWF definition. In a “high-risk country” like China, this signifies that compliance with the “Code of Labour Practices” (CoLP) has been verified by means of a factory audit.

We are very pleased that we were able to increase our benchmark score from 76 points to 80 points. This means that we have achieved 80% of the possible points in the annual Brand Performance Check.

## ✓ Transition to Sustainable Materials



ORGANIC COTTON



RECYCLED FIBRES



HEMP



LENZING VISCOSE

We are committed to improving social standards in our factories. However, this is of little use if we ignore our environment. For several years already, we have ensured that the majority of our products are eligible to be labeled vegan and that we avoid the use of animal-based constituents as far as possible. The switch to recycled or organically grown materials is in full swing. From 2021, the use of conventional materials will be more of an exception than the rule. Thanks to our efforts over previous years, by 2020 we had succeeded in switching 48% of all styles produced to completely or partially sustainable or recycled materials. In order to further raise this value in the future, we will increasingly use materials from sustainable production, such as viscose, lyocell/ Tencel (from Lenzing) or organic hemp in the coming collections.

Another advantage of our conversion is that recycled and sustainable materials result in enormous water and CO2 savings in manufacturing. We are also proud to announce that about 49% of our items in the 2020 collections are packed with polybags made of recycled polyester. Needless to say, we are highly motivated to increase this figure even further next year. Vegan fashion works on the same principle as vegan nutrition: no use of animal raw materials and ingredients.



## Peta- Approved Vegan Seal



We have been using vegan fabrics for a long time and can say that 99% of our products are vegan. We make sure that our production and the used additives are vegan as well. This means that we forego materials such as fur, silk, wool, down or leather. Thanks to many great alternatives such as faux fur, viscose, cotton, faux down, fake leather and cork, we think it is right and important to support a conscious use of our resources.

Animal welfare is important for us, that's why we have decided to completely change our material pool so that no animal ingredients are used in our products any more. In the course of this, we went through the certification process with PETA and received the {PETA-Approved Vegan} seal for all vegan IRIEDAILY products in August 2020. For years we have been working together with our producers on the complete conversion to vegan products and we are very pleased that PETA has rewarded our efforts.

The animal rights organisation People for the Ethical Treatment of Animals, 'PETA', campaigns worldwide for the protection of animals. The organisation actively fights against abuses such as factory farming, fur farming, animal testing and much more. The {PETA-Approved Vegan} seal is intended to promote awareness and recognition of vegan fashion. Consumers can see at a glance whether a garment or accessory is an animal-friendly item.



## Living Wages

Living wages are a MUST if we want to achieve sustainable change in the garment industry. The payment of fair wages is and was one of our most important goals, which we set out to achieve in 2020.

We can assure you that all the workers who produce the Iriedaily items earn the statutory minimum wage, based on the laws in force in the country of production.

We have been working on paying living wages for several years now. It has been a long and complicated road, but we have managed to establish a system that defines accounting and payment systems to guarantee living wages!

The regular minimum wage, based on a 40-hour week, should normally fulfil basic needs, but often it is not enough to cover the needs of a whole family. We believe that every worker should have the opportunity to live on his or her income and have the possibility to set something aside without additional overtime.

We realise the fair payment of our workers through a special payment at the end of each production phase. Thanks to our long-lasting and trustful partnership with our supplier LuckyTop, we are currently able to pay a living wage for 50% of our

production in China. By working transparently with this supplier, it is possible to determine exactly what the real wage of each worker for every production phase is, based on the wage slips and attendance lists. We then calculate the difference between this value and our living wage benchmark, which was defined in consultation with the workers. We have chosen to base our definition of a living wage on the internationally recognized Asia Floor Wage. There are various living wage benchmarks for different regions in China, which are based on factors such as the cost of living and a food basket. With our value of 4547 RMB (approx. 581 €), we are about 17,5% higher than the comparable standard from „Global Living Wage Coalition“, which is 3875 RMB (approx. 499 €) for this region.

Once we have determined the difference between the real wage and the living wage, we calculate the individual bonus for each worker based on the hours worked and our factory utilisation. In order to ensure that each worker receives a fair and individually calculated share, we have each individual payment personally confirmed by signature.





## Environmentally Friendly Certified Waste Paper Bags



Over the last year, we have switched all bags in our Brand Stores Berlin and Vienna to a completely CO2-neutral, sustainable alternative. Produced in Germany, the multi-purpose bag is made of 100% recycled unbleached, wet-strength and compostable special paper.

We have always used paper bags instead of plastic bags. However, the new bag is unbleached recycled paper. In addition, the bag is 100% compostable, which means that it disappears at the end of its „life-cycle“ and leaves no waste. These bags are also offered to our B2B customers at cost price.

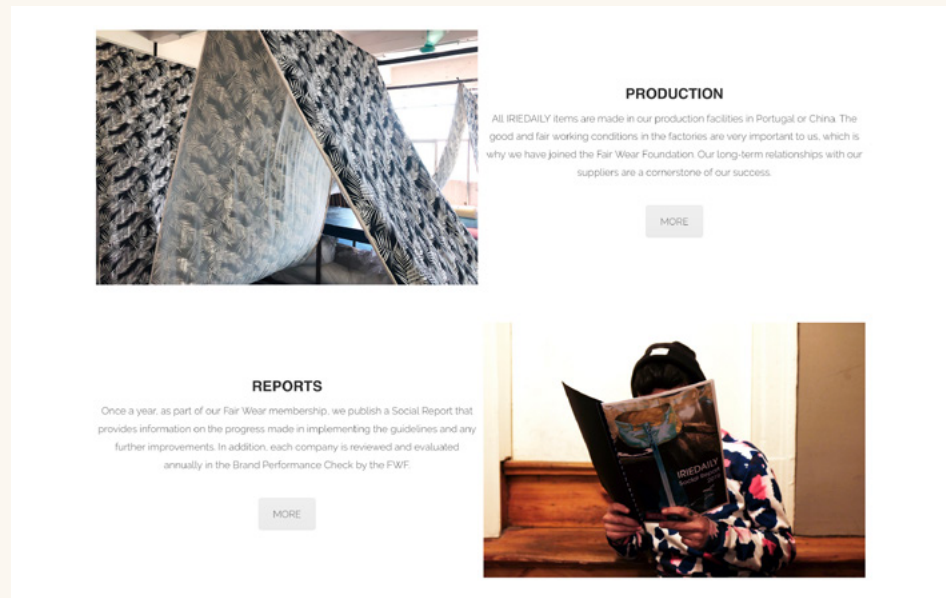
By reforesting near-natural forests, the entire CO2 emissions generated during production and transport are offset. For every 1,000 bags sold, our cooperation partner plants a tree together with Plant-for-the-Planet.

The printing on the bag is done with environmentally friendly water-based inks, without solvents and heavy metals. In addition, a maximum of 30% of the bag is printed to save ink, energy and costs.

By producing in Germany, long transport routes are avoided and regional jobs are supported.



## Expansion of our Responsibility Website



Transparency is a very important topic for us! We want to be open and honest, not only with our suppliers but also with our customers. Everybody who is interested should have the opportunity to know how we work. Therefore, since 2018, the menu item „Responsibility“ on our website has been continuously updated with a lot of new information.

Here, everyone can find interesting information about our history, our corporate responsibility, the Fair Wear Foundation, but also about the production and textile chain of our products.

You can also view and download all our social reports and brand performance check reports from previous years. Links to our blog posts on CSR and fundraising campaigns can be found here, as well as information on the sustainable and recycled materials used in our products. To save resources, we have also decided on a new hangtag design. It combines the individual statements of different labels and the QR code leads our customers directly to our Iriedaily Responsibility page.

[www.riedaily.de/responsibility](https://www.riedaily.de/responsibility)







## CSR Training



It is important to us that all our employees and representatives are familiar with the topic of sustainability and our CSR strategy. Therefore, our CSR manager gave a live video presentation to all employees in the office, in the stores and in the field service. In doing so, he educated about CSR - Corporate Social Responsibility and his field of activity. The aim was to create a greater understanding of the Fair Wear Foundation, multi-stakeholder initiatives, the FWF Code of Labour Practices, living wages, the Brand Performance Check and the resulting leader status.

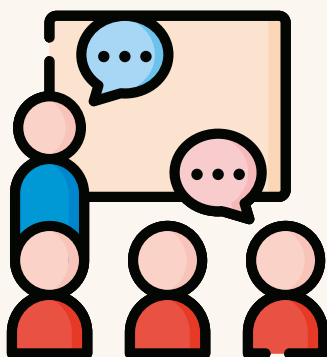
We can only start a new chapter in the company's history, if everyone has the same goal in mind.

Fair working conditions and sustainability are not a trend or marketing tool for us, but a matter of course. We have made the transition to a fair and sustainable streetwear brand and we can be very proud of that.

However, we have not reached the end of our journey yet. For this reason, it is important that everyone in the company knows what the focus will be in the upcoming years. Conscious action must take place across all departments and apparel companies. Only with shared ideals we can realise our vision of a change in the textile industry.

# Goals

## Training in Portugal



Portugal is considered a "low-risk country" by the FWF because, as part of the EU, it implements European labor rights and thus the risk of non-compliance with the Code of Labor Practices (CoLP) is lower. The Fair Wear Foundation is not active in most "low-risk countries", which means that we cannot book official training courses through the FWF at the production sites there.

In 2019 we set ourselves the task of changing this situation and finding opportunities for further training for our workers. Together with our agency in Portugal, we have compiled information about possible providers of training services. The work of the local "Industry and Commerce Association" was already used by another FWF member a few years ago, therefore providing us with some information. The training courses extend over several days and the training content is only partially consistent with the FWF requirements. For this reason, we made the decision to train a trainer ourselves and to develop our own training concept, especially for Portugal. Due to the events of the past year, our progress has been slowed down, but we are in good spirits to continue in 2021!

## Deeper Monitoring of our Supply Chain



For the coming years, we have set ourselves the task of recording every single station in our supply chain. The goal is to know exactly which different suppliers are part of our textile chain, from raw material extraction to fabric sourcing. In 2020, we have started to collect and evaluate all textile-related information we receive from our producers every season. Based on these fabric certificates, it was possible to monitor our recycled and sustainable fabrics. All these textiles are certified by an independent inspection body, which confirms that, for example, a certain proportion of recycled yarns is included, or that the cotton comes from organic cultivation.

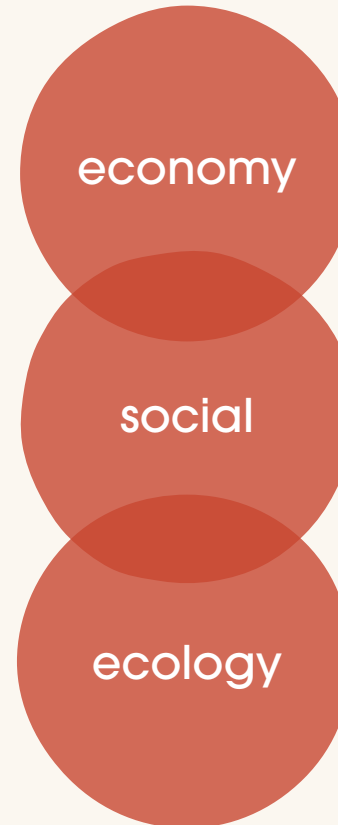
With the certificates of these control institutions, we can determine who the last processors of the fabrics were and trace back the textile chain. In most cases, however, our producers have their own partners where they spin or weave our special fabric requests. In this case, we can start with the spinning mills of our suppliers to determine the origin of the raw material.

## Obtaining an Ecological Seal



At the moment, we are striving for an ecological certification of our products. Although we can assure you that all of our new sustainable and recycled materials have been demonstrably and independently tested, an ecological seal requires a more in-depth examination of our company and our producers. For the coming year, we are planning to have selected article groups certified. In the future, we want to steadily expand our seal-tested product portfolio.

## Advancing our Sustainability Strategy



The three pillars of sustainability are the cornerstones of our actions. Through our Fair Wear membership and leader status, we fulfil many aspects of the social and economic pillars. We are committed to fair and just conditions, sustainable management and transparency along our supply chain. Thanks to the switch to sustainable and recycled materials and the expansion of our sustainability ambitions, we also fulfil the third ecological pillar.

In regular sustainability meetings with employees from all departments, we define our goals and realise the steadily progressing change to an environmentally conscious, fair company.

We have been using green electricity for a long time, for example, our energy efficiency has been increased by upgrading our office hardware. We also only use Mizu-bottles at our facilities and have taken measures to reduce waste, which allows us to save on plastic. For most of last year, we calculated the carbon footprint of our office space, and are currently working on offsetting it. In the course of this, we are investigating to what extent we can extend these calculations to our entire value chain in order to compensate our individual CO2 emissions.

Our goal is to gradually become a completely climate-neutral company!



# 1. Purchasing Criteria



## Price Strategy

We have pursued the same philosophy in the procurement of our products for over 20 years now.

We can only achieve continuous quality and stable delivery times if we maintain a collaborative relationship with our suppliers. Therefore, mutual trust and a reliable planning process have always been the key to success when it comes to manufacturing high-quality products fairly.

For our producers this means that they must invest extensive time and effort in having their operations verified, regarding the implementation of fair working conditions for our production. Understandably, our partners are only prepared to do this if they can rely on us in the long term. Therefore, in addition to the assurance of orders, the punctual payment of our suppliers is a matter of course for us.

The production of our designs is split between two countries according to the product group. Items such as jackets, trousers, shirts, shorts, accessories and knitwear are produced by existing producers in China, where we work together with a total of three suppliers.

Over the past few years we have informed our partners intensively regarding the criteria of our FWF membership and the FWF "Code of Labor Practices".

Workers and management are regularly briefed and trained on our work in FWF training courses and during factory visits by our CSR manager.

Our production facilities are located in Jiangsu and Guangdong provinces. The price level there has risen continuously in recent seasons. This is due, among other things, to stricter environmental regulations and the associated increase in material costs. Another reason is the higher wage costs. On the one hand, these are due to rising minimum wages and social security contributions and, on the other hand, to the increasing shortage of experienced workers.

Items such as T-shirts, tops, dresses, sweatshirts and hoodies are made in Portugal. The FWF classifies Portugal as a "low-risk country", as there are clear legal requirements regarding workers' rights and functioning trade unions exist there.

Thanks to having worked with our agency for over 20 years, all producers are well informed about the FWF guidelines. As a result, we are certain that all factories comply with the specified social standards. Using the „Basic Health and Safety Checklist“, our local agent as well as our CSR manager Isaac check the working conditions in the Portuguese production facilities. The personal verification by our CSR manager is of course guaranteed by his regular visits to our production sites.

## Pricing

Maintaining long-term partnerships with our suppliers also leads to stable price levels. The producers know our quality requirements, our order volume and the anticipated breakdown of sizes. This helps them like us in pricing calculations. Based on the approximate comparative figures of previous years, we can estimate fairly accurately how expensive a product is likely to be.

Once agreement has been reached with our producers, the prices are fixed for one season, regardless of the number of pieces. This means that our suppliers have a price guarantee in the event that an article is produced again or a higher number of items is produced than initially assumed. Our partners can therefore rely on the fact that there are no subsequent price negotiations on our part to reduce costs.

2019 we received a detailed breakdown of the price structure from our most important supplier from China, LuckyTop. This was only possible due to the open and honest discussions we held and the fact that our supplier is fully behind us when it comes to ensuring living wages. This step was a first big success for us, but we are still far away from a real "open costing" system with all our producers. The majority of our suppliers are not yet willing to reveal their price calculations, as they understandably regard them as their "trade secret". However, as we aim to pay living wages in all our factories, it is essential for us to make further progress in this area.

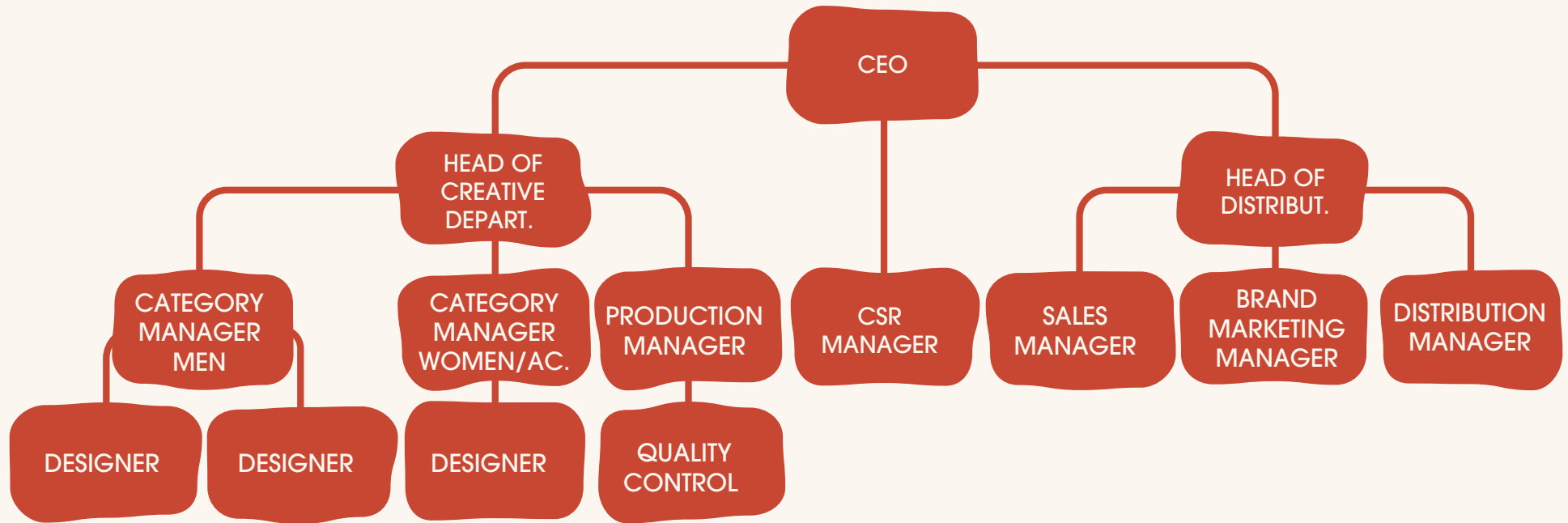
We will therefore continue to work hard to foster greater understanding for our FWF work and to convince our suppliers of the benefits of price transparency.

## Sourcing Department Structure

Our "Head of Design" is responsible for the planning and the size of our collection. While the collection is being developed, he roughly determines what styles are to be produced by which suppliers. He prepares his development proposal in close cooperation with our CEO, who is responsible for the procurement of goods. Our CSR manager is also involved in the final planning of the collection development. Together they discuss in which factories our different styles should be developed and later produced. In addition to taking into account our internal rating of factories, the progress made in implementing fair working conditions is also given due consideration.



## Organigram





## Production Cycle

Iriedaily launches two collections per year. The two main seasons are Spring/Summer (46%) and Fall/Winter (54%).

Many suppliers face the problem that the standard cycles in the fashion industry are the same for most fashion brands. This means that they must complete a large part of their production in a relatively short time frame. We are well aware of this conflict, yet we must also comply with the demands of the market.

We seek individual solutions in this respect by means of intensive discussions with the management of our main suppliers.

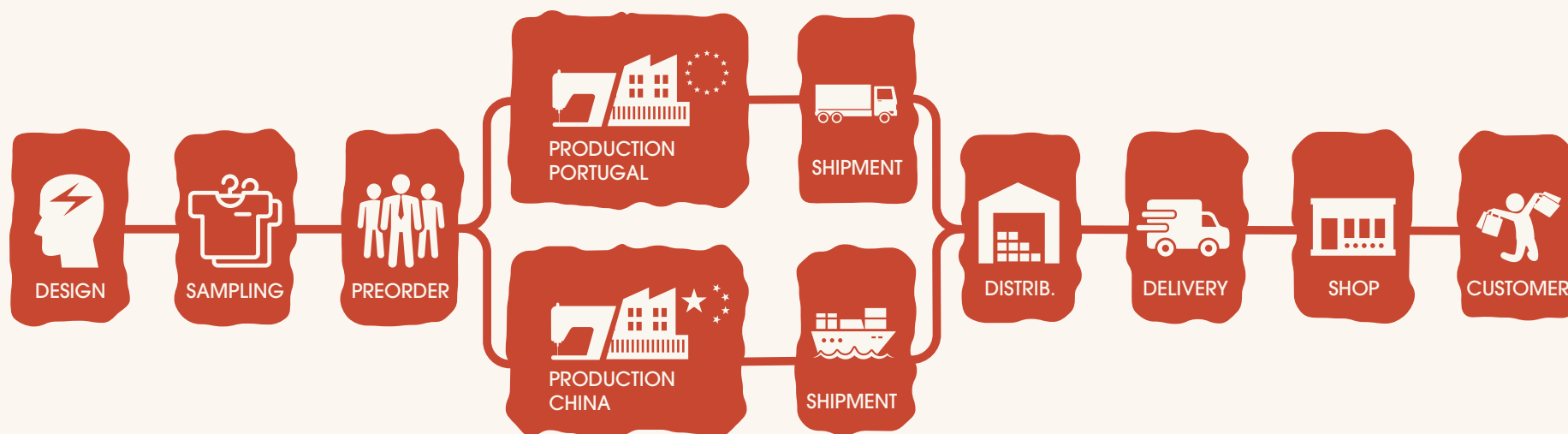
One measure resulting from these talks was to bring forward the delivery of our pre-orders by two weeks. Especially smaller producers have shown that they have difficulties in delivering larger orders on one to three dates. In these cases, we have switched over to accepting weekly deliveries. This helps the suppliers with financing and stretches out the production phase for them.

## Supplier Relations

The long-standing relationships that we enjoy with our suppliers are the cornerstone of our success. We have continuous business relationships spanning more than 10 years with our most important suppliers – and considerably more than 5 years with nearly all of them. We consider ourselves as partners to our suppliers and also feel to have a common sense of responsibility for them and their workers. That is why it is important for us that they too feel that they can rely on us as their business partner.

In the fashion industry it is particularly easy to obtain better prices for one or two seasons by changing suppliers in rapid succession. We have always rejected this practice as it not only results in fluctuating quality levels, it also leads to a mistrustful relationship with suppliers. The foundation of a successful, long-term business relationship is trust!

Only in these longer relationships does it become possible to establish and maintain close contact with our suppliers. When developing a collection with our designers or negotiating delivery periods and capacities, it is important to take into account the individual situation of the supplier and to understand any problems in order to be able to do business fairly and successfully.



## Portugal

Ever since the Iriedaily brand was founded, we have been producing in Portugal. For the first ten years our complete collections were produced exclusively there, meanwhile about 49% of our production volume is manufactured there.

Due to the financial crisis, Portugal suffered a period of stagnation in wage levels lasting several years. Fortunately, however, in recent years there has been a continuous increase in the minimum wage. Even if this leads to a corresponding increase in our article prices as a logical consequence, we welcome this development.

In 2020, we added two new subcontractors to our supply chain. The occasion for this was the termination

of the cooperation with the previous production sites. The reason for the change of supplier no.1 was an incident in which our CEO was denied access to the factory, during a visit in 2019. Inquiries from our side were not answered, with the explanation that our production volumes were too low to make any demands. This led to the end of our business relationship in the following season. We were sorry about their decision, but understand their motives of course.

The two factories have taken over the process of embroidery from different suppliers. The new

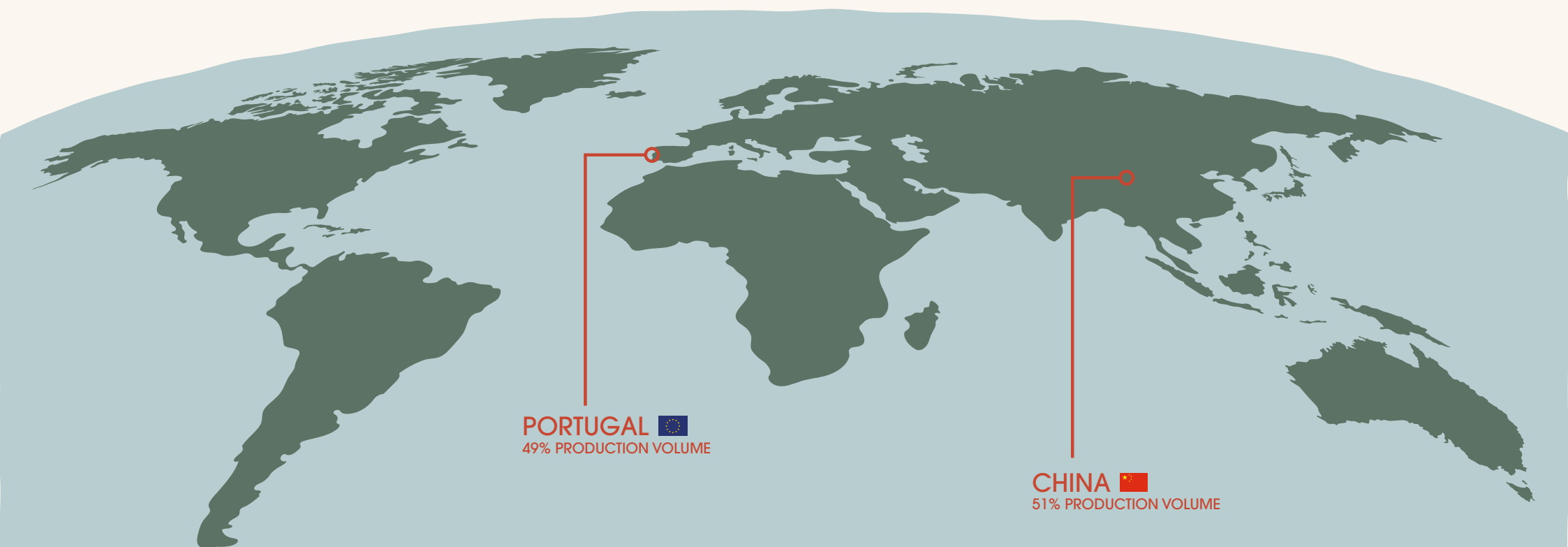
subcontractors were informed about the FWF guidelines and been visited by our agent in Portugal before production started.

## China

China is currently our strongest production country. Last year, 51% of our products were sourced from there. The country has developed at an incredible pace over the last ten years, but it has also undergone major changes. As a result, the standard of living has risen in recent years, especially in the urban centers.

This has led to an increase in the cost of living. While wages have also increased, a discrepancy still remains between the statutory minimum wage and a living income. Although our producers often pay more than the minimum wage, improving the level of wages is one of our most important tasks there.

During discussions with our suppliers, we have learned that they have difficulties in finding new, motivated employees. Due to China's "one-child policy", which had been in place for years, there is now a shortage of young workers. We noticed this repeatedly during our factory visits, as we mostly encountered older workers. We have also learned that it is becoming progressively less attractive for young people to work in the textile industry.



## Integration of Social Standards

Through the regular training of our suppliers, intensive consultation with partners, internal trainings and Fair Wear audits of our factories, we are able to monitor the working conditions in our production facilities.

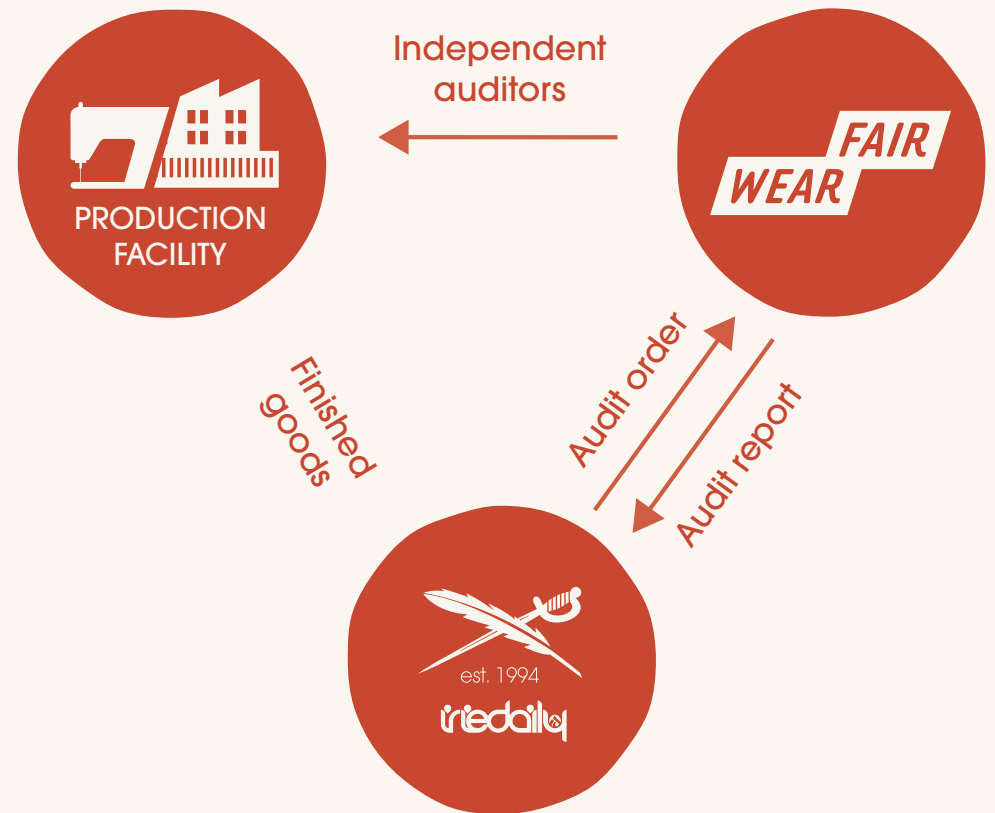
Thanks to permanent contact with our agencies and regular factory audits, deficits in compliance with the Fair Wear Code of Labour Practices can be identified at an early stage. Good working conditions are our top priority. Therefore, we categorically will not cooperate with suppliers who are not willing to work with us to drive forward a continuous improvement process. Since we rely on long-term partners, it is rare that new factories are added to our supply chain. However, if this does occur, we make sure that the supplier is informed about our Fair Wear Standards in advance and that there are no violations of human rights.

After each factory audit or training, the findings are openly communicated with our supplier. As a result, we invest a lot of time to implement corrective measures within a strictly regulated time frame.

However, we demand immediate action from our partner if violations of occupational health and safety are found.

In order to implement deeper structural changes at management level, clear action plans are defined that are linked to conditions. Only if a supplier shows understanding and guarantees to implement improvements, do we see them as a reliable long-term partner.

We are aware that we have factories that do not meet the highest standards. Therefore, as a Fair Wear member it is a great concern to provide transparent information about our work. If only one brand per factory stands up for better working conditions, a change in the textile industry can be driven. This cannot be done alone. We sense a change in thinking in our increasingly conscious society. That is why we are strongly convinced that, together with many other fair and sustainable companies, we can get the ball rolling.





## 2. Production Facility Reports

### Production Facilities Portugal

Portugal is where we first started producing our textiles. We have therefore been associated with our key manufacturers for over 20 years.

Our supplier structure in Portugal mainly consists of small, family-run businesses. They have existed for 20-30 years and are specialized in handling smaller orders. The workers are mostly locals from the surrounding area. The Portuguese laws on work safety are observed in all operations and payment of the minimum wage is guaranteed. As usual in Portugal, the minimum wage is paid 14 times a year.

We have been together with a textile agency that represents our interests locally, for more than 24 years.

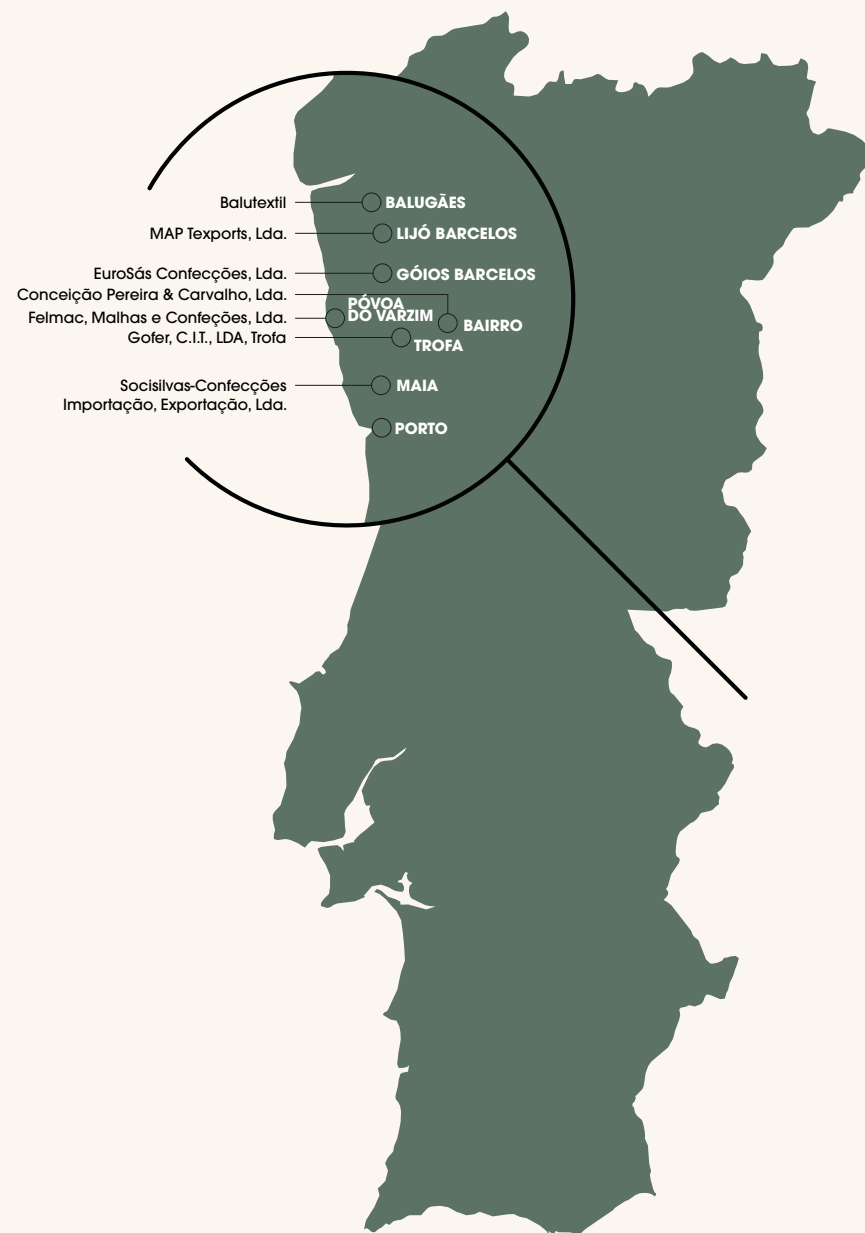
As our demands in the context of our FWF membership have become increasingly labor-intensive, we now have an employee at the agency who is increasingly involved in monitoring all FWF processes.

Especially last year, she was a great help to us, as visiting our factories was not possible due to the pandemic. Most of our producers work in small workshops and to minimize the risk of infection,

only workers and our agent had access. Of course, we informed ourselves about the conditions and challenges of our partners and provided assistance where possible.

At the beginning of the pandemic in Europe, some suppliers had stopped working due to Covid-19 infections or lack of childcare services. Thanks to the early implementation of protective measures and the development of safety concepts, all factories were able to reopen after Easter 2020 with reduced workloads. However, to avoid factory shutdowns, no non-factory personnel were allowed to enter the production facilities. Due to the later start of the production phase, there were delays in material procurement, which had a direct impact on finishing our production. In order to support our suppliers, the delivery windows were extended. Our B2B customers understood the reasons for the delay and we did set up an extended payment window and longer storage options for them.

During the second wave in November 2020, single employees of our factories were isolated again. The resulting delivery delays were openly communicated so that we could adjust our planning at an early stage.



# PORTUGAL

## SOCISILVAS CONFECÇÕES-IMPORTAÇÃO E EXPORTAÇÃO, LDA FWF ID: 9383

Rua D. Antonio Castro Meireles 313, 4425-637 Maia, PRT

Product group: **Knitwear** - organic cotton  
Process: **Cut Make Trim** - CMT

FWF monitored:  
**yes** - country with low risk of human & labour rights violations

Supplier since: **1996**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **8**  
Gender split: **(F) 1, (M) 7**

Subcontractors:  
- Desejo Original, Confecao Unipessoal, Lda - Sew  
- Estamparia Jorsan Lda - Print  
- Novoli - Print  
- Bordados Joaquim Oliveira & Oliveira Lda - Embroidery

Leverage: **100%**

This supplier has been working with us for more than 20 years. It is a small, very well organised company that is specialised in T-shirts and sweatshirt products.

## EUROSÁS CONFECÇÕES, LDA. FWF ID: 9370

Rua Penedo Redondo 93, 4755249 Góios Barcelos - Braga Region, PRT

Product group: **Knitwear** - organic cotton  
Process: **Cut Make Trim** - CMT

FWF monitored:  
**yes** - country with low risk of human & labour rights violations

Supplier since: **2011**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **24**  
Gender split: **(F) 20, (M) 4**

Subcontractors:  
- Lopama Confecções, Lda - Sew  
- Novoli - Print  
- Estamparia Rodrigues & Abreu, Lda - Print  
- Cor Suspensa - Estampagem Lda - Print  
- Pereira & Filhas - Borbados, Lda - Embroidery

Leverage: **50%**

We have been working with this supplier since 2000 - but after a merger with another supplier, it has been operating under a new name since 2011. The factory is a small, family-run business

## MAP TEXTORTS, LDA. FWF ID: 9375

Rua Industrial Do Corujo 10A, 4750-538 Lijo Barcelos, PRT

Product group: **Knitwear** - organic cotton  
Process: **Cut Make Trim** - CMT

FWF monitored:  
**yes** - country with low risk of human & labour rights violations

Supplier since: **2013**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **6**  
Gender split: **(F) 5, (M) 1**

Subcontractors:  
- Linhas & Remates Lda - Sew  
- Cor Suspensa - Estampagem Lda - Print  
- Bordados Joaquim Oliveira & Oliveira Lda - Embroidery

Leverage: **50%**

As with our other partners, we particularly value the warm and familiar atmosphere between the workers and owners

## FELMAC, MALHAS E CONFECÇÕES LDA. FWF ID: 7881

Rua das Cardosas, 614, Zona Industrial de Amorim, 4495-125 Póvoa do Varzim, PRT

Product group: **Knitwear** - organic cotton  
Process: **Cut Make Trim** - CMT

FWF monitored:  
**yes** - country with low risk of human & labour rights violations

Supplier since: **2017**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **42**  
Gender split: **(F) 36, (M) 6**

Subcontractors:  
- Lurdes Barros Confecções Unipessoal, Lda - Sew  
- Tigerbor - Embroidery (New - since the previous factory has decided to shut down business. Tigerbor is GOTS certified)

Leverage: **20%**

The contact to this supplier was established by an employee of an insolvent producer. She told us that some of the customer service staff, pattern experts and sewing workers that were affected by the insolvency have founded a new company. We think this initiative is worth supporting, as Iriedaily was also born out of the „do-it-yourself“ spirit.

# PORTUGAL

## BALUTEXTIL

FWF ID: 9368

Rua Candido Batista Sousa 545, 4905-037  
Balugães-Barcelos, Braga Region, PRT

Product group: **Knitwear** - organic cotton  
Process: **Cut Make Trim** - CMT

FWF monitored:  
**yes** - country with low risk of human & labour  
rights violations

Supplier since: **1995**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **80**  
Gender split: **(F) 73, (M) 7**

Subcontractors:  
- none

Leverage: **1,6%**

We have been working with this supplier for a very long time, and only produced one style there. FWF advised us to reduce our so-called „tail-end“. This means suppliers for whom we account for less than 2% of the total volume. Therefore, in the second half of the year we decided to end the cooperation amicably and in good friendship.

## GOMES & FERNANDES BARBOSA, C.I.T., LDA, TROFA

FWF ID: 11332

Lanternil- S.Tiago de Bougado, Apartado 235,  
4786-909 Trofa, PRT

Product group: **Socks**  
Process: **Cut Make Trim** - CMT

FWF monitored:  
**yes** - country with low risk of human & labour  
rights violations

Supplier since: **2017**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **51**  
Gender split: **(F) 26, (M) 25**

Subcontractors:  
- none

Leverage: **0,65%**

Gomes & Fernandes Barbosa is specialised in the production of socks and has been part of our supply chain since 2017. With about 50 employees, the factory is relatively large compared to our other suppliers in Portugal, considering that the production of socks has an almost fully automated manufacturing process.

## CONCEIÇÃO PEREIRA & CARVALHO, LDA

FWF ID: 5590

Rua da Boavista, nº 145, 4765-036 Bairro, PRT

Product group: **Knitwear** - organic cotton  
Process: **Cut Make Trim** - CMT

FWF monitored:  
**yes** - country with low risk of human & labour  
rights violations

Supplier since: **2018**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **50**  
Gender split: **(F) 44, (M) 6**

Subcontractors:  
- Rodrigues & Jorge Oliveira Lda - Print  
- Motivos & Relevo Unipessoal Lda -  
Embroidery (New - as cooperation with  
previous partner was terminated due to  
lack of transparency)

Leverage: **11%**

CPC is a relatively new producer for us. In 2018, we started to develop the first products with this supplier. We placed a small test order with them in autumn 2018 and placed our first real order in 2019. In the same year, the factory and all subcontractors involved in the production process were personally visited by our CEO and checked with regard to FWF requirements.



## Production Facilities China

More than ten years ago, we relocated a part of our production to China. For us, this represented a major step which involved growth and also entailed a great deal of responsibility.

While China remains a difficult country in political matters, we are witnessing rapid change and growth – also in areas including social issues, environmental concerns and associated regulations. That is why we believe in our suppliers there and strive to develop long-term, trusting business relationships with them. We are very much aware that we have to play our part if we want to make a difference, which is why we are constantly working to improve the local working conditions on site.

Despite the Chinese government's extensive measures to contain the Covid-19 outbreak, the virus spread throughout China in January and February. Celebrations of the „Chinese New Year“ in early February were strictly regulated. Most suppliers delayed opening their factories due to the pandemic, so it was not until March that production slowly resumed.

In view of the entry restrictions, it was not possible for us to organize factory visits. As a result, any information had to be obtained from our partners and agents. The majority of our suppliers had to deal with a big drop in orders at the beginning of the production phase.

We are proud of the fact that we did not cancel any orders and that we were able to stand side by side with our partners even in these difficult times. Of course, travel restrictions make it difficult to monitor our fair and humane factory requirements. Therefore, it was important for us to send independent auditors and trainers to the production sites to know about the conditions on site. Thanks to this support, it was possible to verify that nearly all of our workers received their legally due minimum wage, even for the time of the factory closure.

Our second largest supplier was having problems keeping his factory open due to the decline in orders. We were informed of his plan to merge with a friendly local factory. Since all employees, as well as the complete management level, were employed in the new production facility, and our supplier is also a shareholder of the factory, we agreed to produce our goods there. This was done in consultation with the Fair Wear Foundation, which gave us its consent. This was because it was not possible to visit the new merged factory in advance, which is actually a basic requirement for us to produce there. Nevertheless, in order to fulfil our due diligence obligations, an independent FWF audit was scheduled there directly one month after the opening in order to record any grievances. To follow our due diligence, we conducted a follow-up audit of the FWF in December 2020 to determine whether deficiencies had been eliminated and improvements were implemented.



# CHINA

## JIANGSU LUCKYTOP GARMENT CO.,LTD

FWF ID: 5006

No 98 Beiguo Xingyuan Road Gushan Twon  
Jiangyin - 214414 - Jiangyin Area, CHN

Product group: **Woven, knitwear, fleece** -  
recycled yarns  
Process: **Cut Make Trim** - CMT

FWF monitored:  
last audit: **2018**  
next audit: **2021**  
last training: **2020**

Supplier since: **2008**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **52**  
Gender split: **(F) 22, (M) 30**

Subcontractors:  
- Jingyin Changjing Jinbo Garment  
Processing Co - Print  
- Huitai Washing Company - Wash

Leverage: **34%**

Supplier - Lucky Top  
main factory of our supplier LuckyToop ,  
where about 50% of our production is made in  
China. We source together with another Fair  
Wear member here.

## JIANGYIN CHENG FENG GARMENT FACTORY

FWF ID: 6130

181-2, Ludong Avenue, Huashi Town Jiangyin  
Area, CHN

Product group: **Woven, knitwear, fleece** -  
recycled yarns  
Process: **Cut Make Trim** - CMT

FWF monitored:  
last audit: **2020**  
last training: **2018**

Supplier since: **2018**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **64**  
Gender split: **(F) 56, (M) 8**

Subcontractors:  
- Huitai Washing Company - Wash

Leverage: **18%**

Chengfeng is a subcontractor of Lucky  
Top, covering the complete cut-make-trim  
process. We source together with another Fair  
Wear member here.

## JIANGSU ASIAN SOURCING HEADWEAR MFG.CO.,LTD

FWF ID: 4575

No.2 Guangzhou South RD, 223005 Huai An  
City, Jiangsu Area, CHN

Product group: **Caps, Hats**  
Process: **Cut Make Trim** - CMT

FWF monitored:  
Verification audit: **2019**  
Verification audit: **2020**

Supplier since: **2009**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **1102**  
Gender split: **(F) 983, (M) 119**

Subcontractors:  
- Huaian Yuan Tong Headwear MFG CO.LTD.  
- Print + Embroidery

Leverage: **<1%**

The supplier specialises in the production  
of caps. We produce together with other  
Fair Wear members from the outdoor sector  
there. For the last two years we have been  
the „lead“ for this factory. This means that we  
have taken over the communication and  
implementation of the FWF requirements on  
behalf of all FWF member brands.

## FULIYING GARMENT FACTORY

FWF ID: 15418

WuFeng Road No.1, 3rd Floor, YuanZhou town,  
Bolou, 516123 HuiZhou City - GuangDong  
Area, CHN

Product group: **Knitwear** - recycled yarns  
Process: **Cut Make Trim** - CMT

FWF monitored:  
audit: **August 2020**  
last audit: **December 2018**

Supplier since: **2011**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **35**  
Gender split: **(F) 23, (M) 12**

Subcontractors:  
- Xingda Knitting Company - Knit  
- Yacai Print Factory - Print  
- LiFangDa Embroidering - Embroidery

Leverage: **2%**

We have been working with this supplier  
since 2011. Previously, the factory was called  
YongTai or Yingya. Due to the drop in orders  
during the pandemic, our supplier had  
difficulties. In order to remain in business, the  
factory was merged with a local partner  
and became FuliYing Garment Factory.  
All employees as well as the management  
level was transferred to the new factory. Our  
supplier is also a shareholder, so we agreed  
to produce there after consultation with FWF.  
In order to fulfil our due diligence, the factory  
was independently audited twice last year.

# CHINA

## HUI TENG KNITTING COMPANY

FWF ID: 10732

No 2, Lesheng Street, 523430 Dongguan City - Guangdong Area, CHN

Product group: **Knitwear** - recycled yarns  
Process: **Cut Make Trim** - CMT

Supplier since: **2013**  
Last visit: -  
Number of workers: **46**  
Gender split: **(F) 30, (M) 16**

Subcontractors:  
Hui Teng is a subcontractor of Lucky Top, manufacturing knitted goods

Leverage: <1%

In 2020, we only produced two styles there - in order to support another supplier, all knitwear was withdrawn from there in the 2nd half of 2020 in order to have them produced bundled at one producer.

## JING QI SHI JIA

FWF ID: 12096

Blgd C, Pinglong West Road, Pinghu Town, Longgang D, 518111, Shengzhen - Guangdong Area, CHN

Product group: **Bags, Wallets, Accessories** - cork  
Process: **Cut Make Trim** - CMT

FWF monitored:  
last audit: **2019**  
last training: **2019**

Supplier since: **2016**  
Last visit: **2019** (due to Covid-19)  
Number of workers: **10**  
Gender split: **(F) 8, (M) 2**

Subcontractors:  
- none

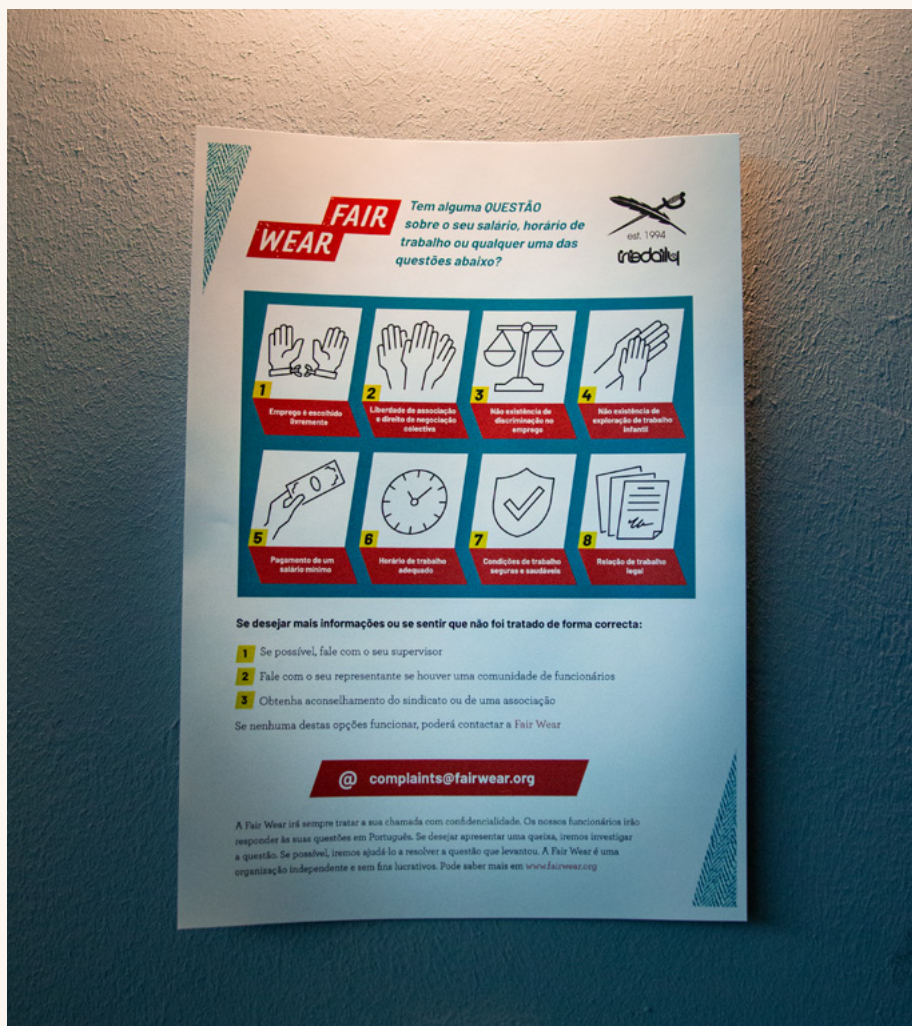
Leverage: 17%

Jing Qi Shi Jia factory is a subcontractor of Lucky Top, covering the complete cut-make-trim range for accessories. We source together with another Fair Wear member here.

## External Production

We have no external production facilities.

# 3. Complaints Management



The FWF offers a complaint system, which includes a complaint hotline for all our production countries. Workers can call this hotline anonymously and talk to a local representative in their respective local language. This complaint hotline number is printed on the Worker Information Sheets that inform workers about their rights and every supplier is obliged to post it in a public area of the factory.

If a "Worker Education Program" (WEP) is held at a supplier, special attention is then also drawn to the complaint hotline and the workers are encouraged to make use of it, if required. As soon as a complaint is received via the hotline, the FWF forwards the complaint to the member. The member brand is then obliged to contact the factory and clarify the situation. The most important thing is to check if the complaint could be a result of, for example, poor or too tight production planning from our side, or if it is something that is within the factory's responsibility. Either way, we endeavor to solve the problems together with the factory management and will find out what has led to the complaint.

Steps taken to resolve the complaint are reviewed and communicated transparently by FWF. All complaints that have ever been received are publicly available at:

<https://fairwear.force.com/public/s/complaints>

We received our last complaint in September 2019, and after negotiations and an on-site visit by our CSR manager Isaac, we were able to find a solution to the matter that both the complainant and the factory agreed with.





## 4. Training & Support for Self-help



### Activities to Inform Staff Members

In 2020 we continued to strengthen our team and train colleagues in the importance of fair working conditions in the textile industry. In a live-streamed presentation, our employees and representatives were informed about the activities of our CSR manager. The following Q&A session, could remove ambiguities and questions could be addressed directly to him.

Furthermore, we have created an internal ranking of our suppliers, which gives every employee involved in the process the opportunity to see and compare the quality of our production sites in terms of workers' rights at a glance. It was also important for us to inform about different seals and their fair and ecological requirements, as we received the PETA-Approved seal in 2020 and are striving for further ecological certification.

Due to our switch to sustainable materials, 2020 was marked by a multitude of innovations and information that had to be communicated to all our employees. As part of the semi-annual retreat with our representatives, our CSR manager provided information on the current status of our measures, their progress and the objectives we have set. At management level, there is ongoing dialogue between our CSR manager and CEO.

### Activities to Inform Agents

Agents are the interface between Iriedaily, our general agency in Portugal, three agencies in China and the factories where we produce.

Especially in the last year, which was marked by the pandemic, our agents were crucial in fulfilling our due diligence. Due to the travel restrictions, we were in constant communication with our agents and were always informed about the latest developments, regulations and measures. All changes to workflows and normal business operations could be adapted and realised by mutual agreement, thanks to our strong and close relationship with our suppliers.

All agents have been informed about our FWF membership and the associated processes, practices and the "Code of Labor Practices" (CoLP). Our CSR manager works closely with product development, and keeps us informed of the latest FWF updates and factory visits. FWF issues are discussed with them on a regular basis, especially during business trips. They also support us on site, through their involvement in FWF audits and "Workplace Education Program" (WEP), which provide training for workers.

Agents generally assume a mediator position and assist us in the communicative and concrete implementation of FWF requirements at a national level. They are therefore indispensable in the implementation of corrective measures following factory audits and help us to actively improve labor standards. Our agents also conduct regular factory visits and accompany our CEO or CRS manager on their business trips.

## Activities to Inform Workers

The FWF code is the basis for sustainable cooperation with our suppliers. The guidelines, also known as the "Code of Labor Practices" (CoLP), inform workers and management about their labor rights.

We ensure that information sheets, so-called "Worker Information Sheets", are hung up and displayed in central locations in all factories before the first production starts, in order to raise the general awareness of our work towards fairer working conditions.

In order to create ongoing awareness among workers, we conduct internal factory training sessions, so-called WEPs, in cooperation with the FWF. For

example, workers are taught about the independent complaints system and the benefits of the FWF's work. To provide training for as many employees as possible, such sessions are held at regular intervals.

Naturally, we strive to talk to the workers personally during our visits, so that we can gain a better picture of the working atmosphere on site. In addition to the "Worker Information Sheets", we also distribute "Worker Information Cards" which contain information about the FWF Code of Conduct as well as details regarding the local complaints mechanism.

In order to ensure that every employee is informed, we also instruct the workers' representatives chosen by the workers, enabling them to provide further information if questions arise.

# 5. Information Management

The key to a long-term partnership with our suppliers is transparency. That is why we collect all relevant information from our factories, such as the number of workers, the factory workload, work processes carried out in the company and subcontractors.

All data obtained is kept in a special supplier register, in which we also record whether there have been complaints or, for example, an audit is planned.

We have now set up a database for our supply chain in which all communication and measures are documented. It enables us to maintain a better overview of the supply chain – especially helping us to understand on a product level from which supplier and subcontractor each product comes from. This means that we know exactly whether a subcontractor is engaged by suppliers for the production of a certain item and can decide before the collection is handed in, at which producer we will have what items made.

# 6. Transparency & Communication

Transparency is the basis for trust. This not only applies to our business relationships with our suppliers, but also to our communication with our end customers.

General information about our FWF membership, as well as our progress in improving labor standards, can be found in our annual Social Report and the Brand Performance Check report. These documents are freely available to everyone on our website, as well as on the official FWF homepage.

Further information about the organization and its work can also be found at [www.fairwear.org](http://www.fairwear.org).

To further highlight our development in sustainable materials, as well as our FWF membership and actions in terms of our CSR, we introduced #fairwednesday on our social media channels last year.

Under the hashtag, we educate people about our sustainability efforts and newly developed items. We also plan to communicate more about our work in the future. With information videos, as well as blog posts, we want to reach as many of our end customers as possible.

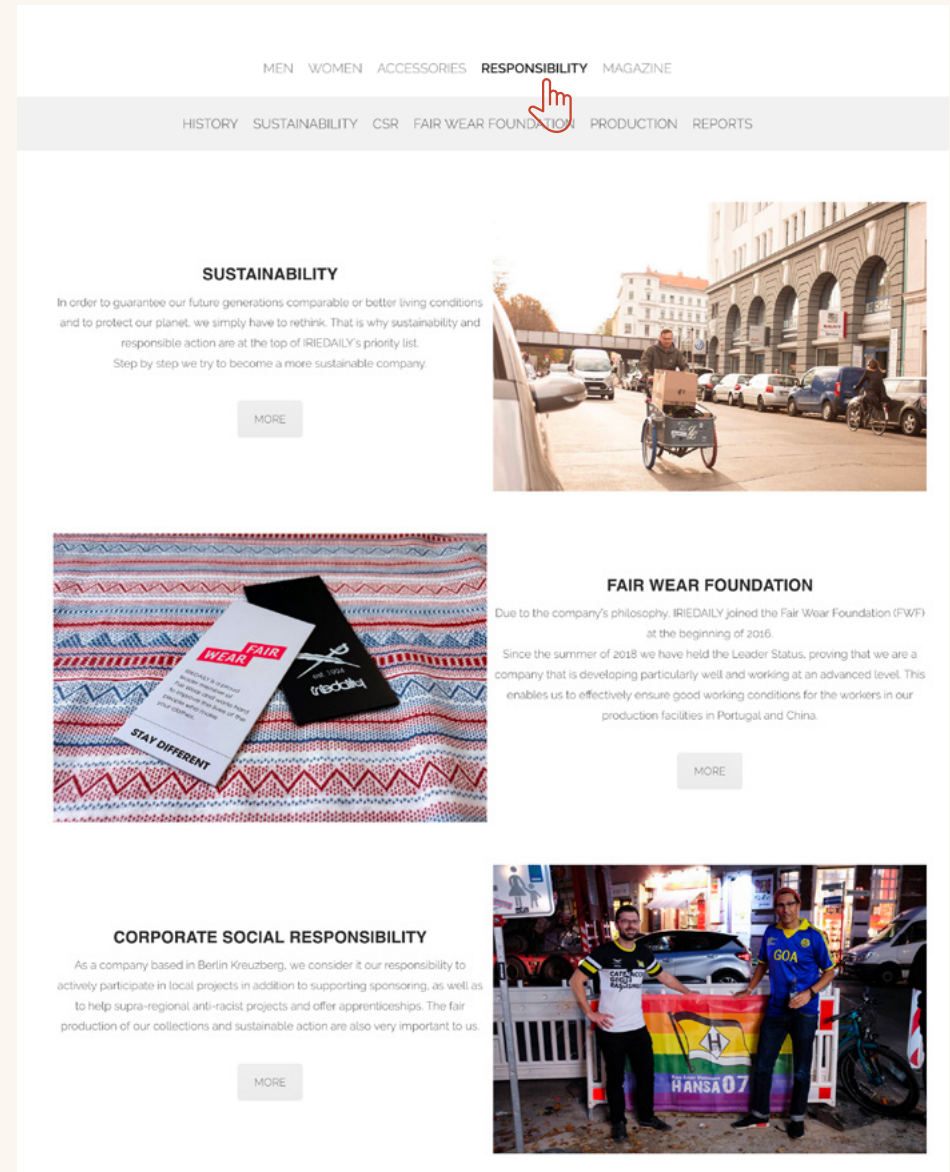
Once a year, we report in detail about all production sites and subcontractors in our Social Report. This was only possible because all suppliers have signed a disclosure agreement with us, in which they confirm that they agree to the publication of their contact data.

This gives us the opportunity to achieve even more transparency for our customers. With the publication of our SS2020 collection on our website, it is now technically and legally possible for us to indicate exactly where and in which factory each item was manufactured. This information is visible for everyone beside the product description.

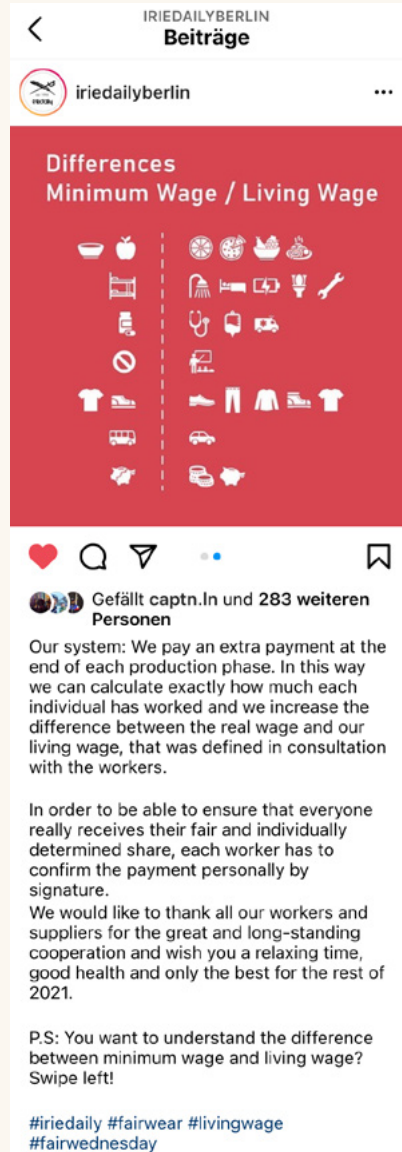
We have integrated a "Responsibility" subpage on our website. Here, we provide information on our brand philosophy, our production countries, the manufacture of our products, CSR measures and, in particular, our FWF membership.

The "Social Report" and the "Brand Performance Check" are also available as pdf downloads.

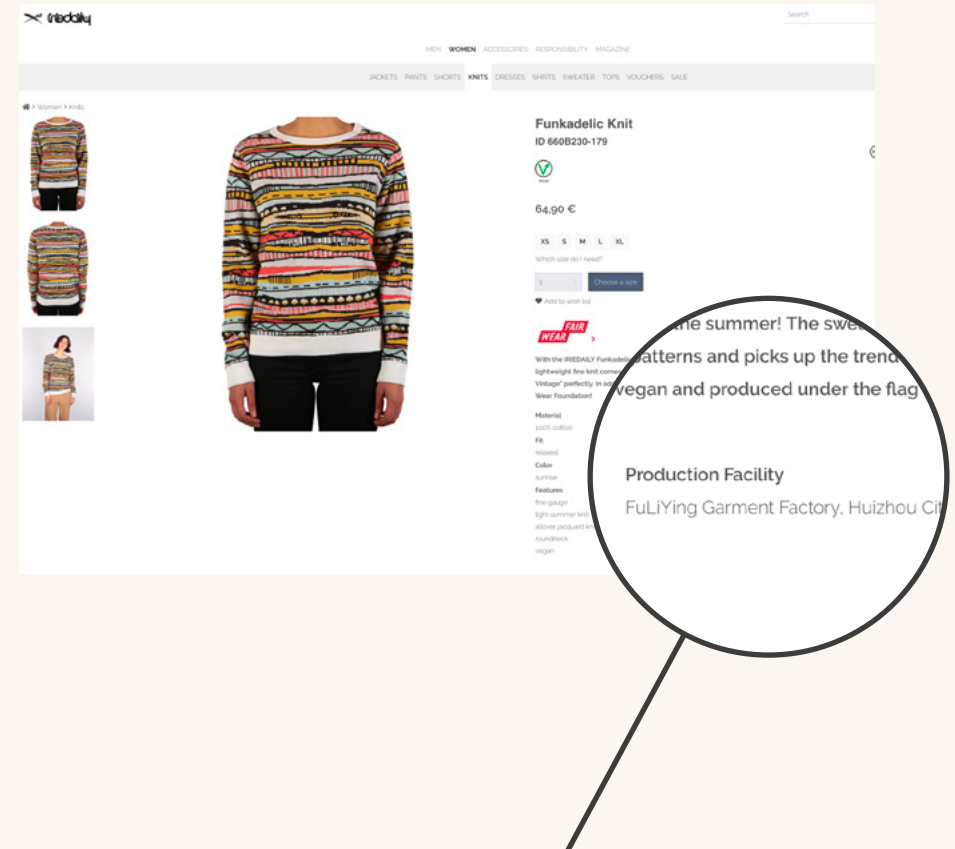
<https://www.riedaily.de/responsibility>



## #fairwednesday - Social Media



## Production facility in product description - www.riedaily.de

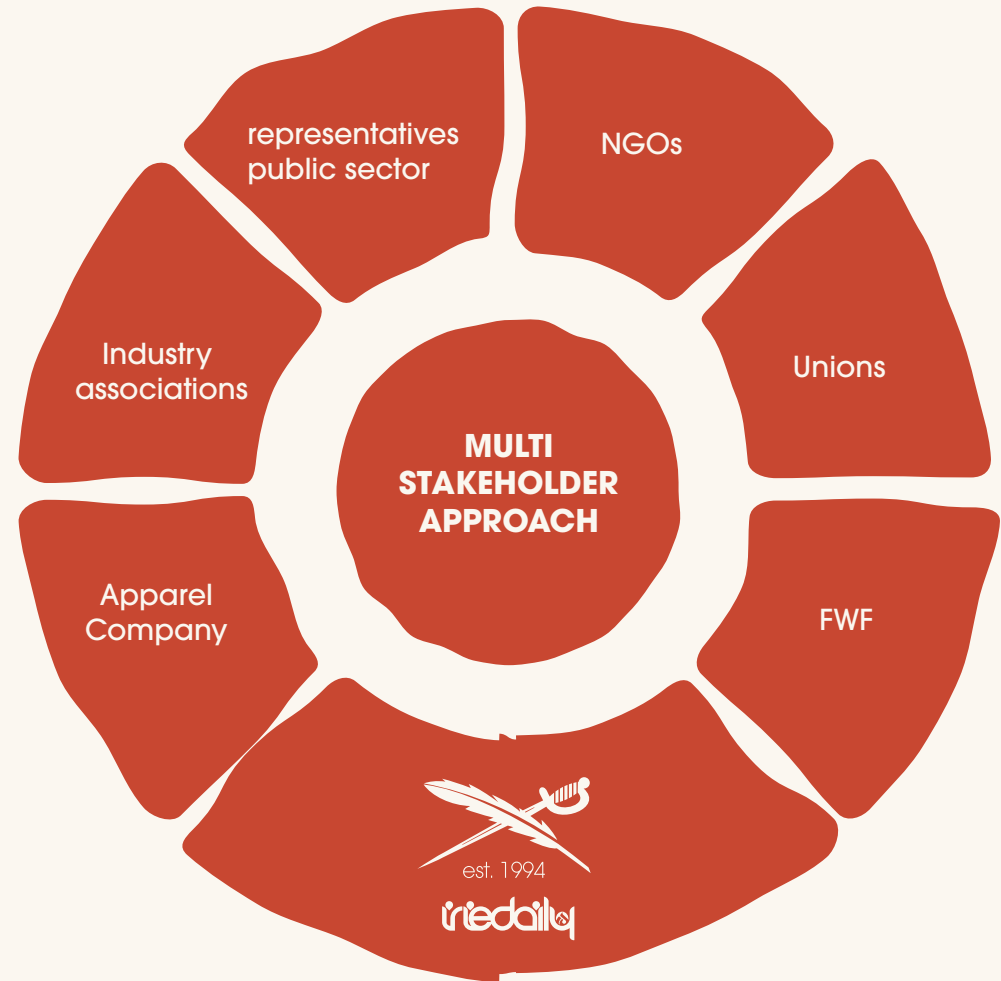




# 7. Stakeholder Engagement

We are proud of our FWF membership and are delighted to be working with the Fair Wear Foundation. Thanks to the resources provided, such as country studies, health/safety checklists, templates and other tools, we are able to continuously educate ourselves and improve our work to ensuring fairer working conditions in all our factories.

The external input from various stakeholders is extremely valuable and helpful in implementing best practices throughout our supply chain. FWF regularly organizes stakeholder meetings with representatives from the public sector, NGOs, trade unions and industry. At these meetings, our CEO and CSR manager discuss current issues with their peers, present insights and successes, and constructively explore how the major challenges facing our industry can best be tackled.



## 8. Corporate Social Responsibility



All of us at Iriedaily stand up against gender-based violence, discrimination and any kind of racism. Fairness, tolerance, equality and showing the flag are the basic requirements for a conscious coexistence!

As a company based in the Kreuzberg district of Berlin, we also assume social responsibility in other ways. In addition to supporting sponsoring, we are also actively involved in various local projects and campaign days.

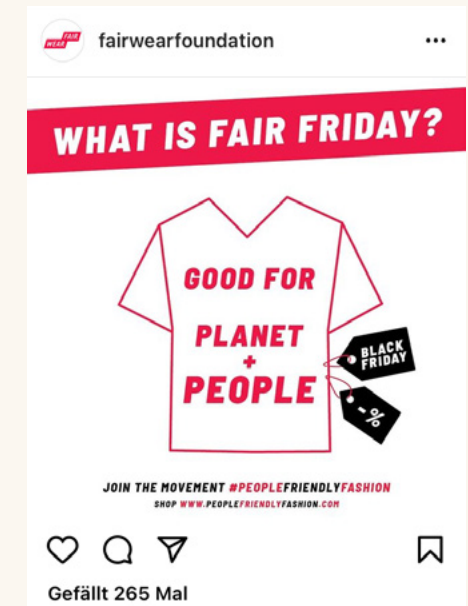
For the Hansa 07 football club we produced a jersey that speaks out against racism. <https://hansa07.de/fanshop/>

Fashion Revolution Week was held during the week of April 20 - 26, 2020. Fashion Revolution Day was introduced as a global day of action after Rana Plaza, one of the largest textile factories, collapsed in Bangladesh on April 24, 2013, killing 1138 people. The annual day of action has been expanded into an entire week of action to ensure more transparency and more „fair fashion“ in the fashion industry.

The English organization Fashion Revolution campaigns for change and improvement throughout the year, and has triggered a worldwide movement. The annual Fashion Revolution Week also features the #whomademyclothes campaign, which encourages brands and producers to respond with the hashtag #imadeyourclothes and demonstrate transparency in their supply chain.

Especially in these difficult times, it's important to show that everyone has a voice that needs to be heard. Let's value the people who make our clothes!

The Fair Wear Foundation launched the #peoplefriendlyfashion campaign and turned Black Friday into Fair Friday. In advance of Fair Friday, a wide variety of content regarding the topic of Fair Fashion was spread on various social media. The goal was to introduce consumers to sustainable and fair clothing brands, and to provide them with inspiration for alternative brands and Black Friday promotions. In addition to many Fair Wear brands, influencers who specialize in sustainability topics were also included. The evaluation of the data showed that the campaign was a complete success, with a reach of 1.7 million users.



For the Day of German Unity, we decided to organize a fundraiser during this holiday weekend of 03./04.10.2020. From every order that was placed on this weekend, 20% of the net value was donated to the association „Opferperspektive - Solidarisch gegen Rassismus, Diskriminierung und rechte Gewalt e.V.“. In total, we were able to transfer 3.000€ to the Anti-discrimination counseling (ADB) Brandenburg. The ADB is part of the association Opferperspektive and is committed to consistent measures against discrimination and racism in all areas of society.

<https://www.riedaily.de/blog/spendenaktion-opferperspektive/>



As with last year, we decided to rename „Black Friday“ into a „Green Weekend“ again. We donated 20% of the net sales from our Brand Store in Berlin and our online store to the tropical forest foundation OroVerde. The campaign raised a total of €4,000, which we used to support a project in the Bocas del Polochic biosphere reserve in Guatemala.

<https://www.riedaily.de/blog/no-black-friday-its-green-weekend/>



Some of the projects we support are also relatively small and more discreet. For example, we donate winter jackets to the „Berliner Stadtmission“ for homeless people, send clothing donations directly to an aid organization for Nepalese school children (<https://kenkmannfond.de/>), and also support a private project of Berlin-based photographer Daniel Reiter, who supplies clothing and skateboard hardware to assist young skateboarders in Addis Ababa, Ethiopia. (<http://danielreiter.de/ethiopiaskate>)



We were also able to support another and very new project with clothing donations. Project Wings. The young pioneers and idealists want to make the topic of environmental protection socially acceptable. Each of their projects is designed to leave behind self-sustaining systems run by local people. One of their current projects is to build the largest recycling village in the world from 250 tons of plastic waste in Sumatra. The GmbH is financed purely by

private donations and Rene Adler (former German national goalkeeper), as well as his wife Lilli Hollunder (actress) have only recently taken over a patronage for the organization.

(<https://www.project-wings.de>)



Since January 2020, we have been supporting the „Stark wie ein Baum“ (Strong as a Tree) project of the Hof Grüneberg Foundation and the Caritas Children's Hospice Service. By supporting the „Stark wie ein Baum“ project, however, we are not only supporting an important nature conservation project, but also helping families with a seriously ill child or youth. Since the beginning of 2020, we have been tree sponsors for tree 1105 (Pear Williams Christ) and tree 406 (Apple Roter Gravensteiner). Half of the money we pay for the sponsorship goes to the children's hospice service of Caritas. A third of the amount goes to the Hof Grüneberg Foundation, which also uses it to support seriously ill children or disabled people and their families, and the rest goes as a grant for tree care to the Hof Grüneberg Foundation, which also supports nature conservation. A great project, which we are happy to support!

<https://www.riedaily.de/blog/stark-wie-ein-baum/>



Monetary donations have also been made to support the following organizations, among others, in their work:

Amnesty International

<https://www.amnesty.de/>

Ärzte ohne Grenzen e.V.

<https://www.aerzte-ohne-grenzen.de/>

S.C. Berliner Amateure Jugend

<http://berlineramateure.de/>

Dieter Kenkmann Foundation

<https://www.kenkmannfond.de/>

Drop In e.V.

<http://www.dropin-ev.de/>

FSV Hansa 07 e.V.

<https://hansa07.de/>

Opferperspektive e.V.

<http://www.opferperspektive.de/>

Sea-Watch

<https://sea-watch.org/>

Skateistan

<https://www.skateistan.org/>

SO36

<https://so36.com/>

Stiftung Hof Grüneberg

<https://www.hof-grueneberg.de/>

Zukunftsstiftung Landwirtschaft

<https://www.zukunftsstiftung-landwirtschaft.de/>



# Do you have any questions?



Feel free to contact me!

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[WWW.IRIEDAILY.DE](http://WWW.IRIEDAILY.DE)