



Brand Performance Check

Bierbaum-Proenen GmbH & Co. KG

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

Bierbaum-Proenen GmbH & Co. KG

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

Member company information	
Headquarters:	Köln , Germany
Member since:	2010-07-01
Product types:	Workwear
Production in countries where Fair Wear is active:	Bangladesh, China, North Macedonia, Romania, Tunisia, Turkey, Vietnam
Production in other countries:	Albania, Armenia, Germany, Pakistan, Slovakia
Basic requirements	
Workplan and projected production location data for upcoming year have been submitted?	Yes
Actual production location data for evaluation period was submitted?	Yes
Membership fee has been paid?	Yes
Scoring overview	
% of own production under monitoring	98%
Benchmarking score	85
Category	Leader

Summary:

Bierbaum-Proenen GmbH & Co. KG (BP) has made progress and shown advanced results on performance indicators. With a benchmark score of 85, BP is again placed in the 'Leader' category. Although the monitoring threshold does not determine the category this year, BP has fulfilled the monitoring requirements at suppliers providing 98% of its production volume.

Corona Addendum:

Bierbaum-Proenen GmbH & Co. KG (BP) is a workwear company with a diverse portfolio, ranging from industry to gastronomy and health care. In 2021, COVID-19 still impacted the member's supply chain. BP focused on the individual producers' and countries' current situations. Compared to 2020, however, BP has seen an improved economic situation. Due to COVID-19, the government in Vietnam decided on a strict lockdown. As the factory where BP produces is located in the north of Vietnam, it was not affected by the lockdown. In Turkey, some sick workers voluntarily took unpaid leave at its supplier and worked short due to the COVID-19 infection. Some workers could not come to work for two weeks due to lockdowns in their villages. BP was in close contact with its supplier to ensure that minimum wages were still paid.

Throughout 2021, the CSR team, the Head of Production and the Head of Purchasing kept close contact with all production locations. During video calls, BP would check on the general COVID-19 situation and government measures in the country or region, review on any factory's health problems and discuss general business and BP orders. Nevertheless, BP's technician was able to revisit production locations in Albania, North Macedonia, Tunisia, Armenia and Turkey. BP was able to accommodate any changes to production without cancelling any orders.

BP has its own production location in Tunisia, where it received a complaint. The union had various concerns about salary negotiations, overtime compensation and employment contracts. Furthermore, communication between the union and management was criticized. BP visited the factory on site. The factory management, BP and the union had extensive discussions and agreed to maintain good exchanges for the future.

In 2021, BP also had to deal with price increases, especially from material suppliers. The inflation in some countries also contributed to the tense situation. Therefore, BP focused on ensuring that every worker received at least minimum wage and that all increased prices could be accepted. Despite these challenges, BP has demonstrated a robust purchasing system, even in times of COVID-19. Fair Wear strongly recommends setting up a strategy to increase the workers' wages towards target wages by setting the next steps.

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.	56%	Member companies with less than 10% of a production location's production capacity generally have limited influence on production location managers to make changes.	Supplier information provided by member company.	3	4	0

Comment: BP buys more than 10% of its supplier's production capacity for 56% of its production volume. For more than 40% of the member brands' production volume, BP has significant leverage of 50% - 100% at its suppliers. BP owns a factory in Tunisia.

Approximately 65% of BP's sourcing volume is made on cut make trim (CMT) basis (North Macedonia, Armenia, Tunisia, Vietnam, Albania, Slovakia), and the other 35% is bought ready-made (China, Pakistan, Turkey, Bangladesh).

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.	7%	Fair Wear provides incentives to clothing brands to consolidate their supplier base, especially at the tail end, as much as possible, and rewards those members who have a small tail end. Shortening the tail end reduces social compliance risks and enhances the impact of efficient use of capital and remediation efforts.	Production location information as provided to Fair Wear.	3	4	0

Comment: BP has a small number of suppliers, where the company buys less than 2% of its total FOB.

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.	96%	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: BP values long-term business relationships with its suppliers. The member brand has had a business relationship with factories for at least five years, representing 96% of its total production volume.

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

Comment: In 2021, BP started production at a location in Albania. As part of its onboarding process, BP collected signed questionnaires from its new production location before placing the first bulk orders. During the pandemic in 2021, this supplier was in a difficult situation because many customers cancelled orders. After a few orders with BP, the supplier decided to terminate the business with the member brand as the supplier preferred to do business with bigger customers again. Therefore, all ongoing orders were completed and delivered, but BP did not place any new orders.

In 2020, BP started production at a location in Tunisia, where they last had production in 2015. The company asked for an updated questionnaire and the factory to re-post the worker information sheet, but the factory did not respond. This could be solved in 2021, and the questionnaire was signed.

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: BP has a solid due diligence process in place. BP mainly uses the German Partnership for Sustainable Textiles (PST) format to determine the country-specific risks. This includes a country-specific risk analysis and risk prioritisation. Here, BP checks on whether sector risks occur in its own value chain and the impact of these risks in case of any. The Textile Partnership counts the sector risks in textile supply chains according to the risks identified by the OECD. Before entering a new sourcing country, BP also conducts country risk assessments for its suppliers based on several benchmarks, such as Human Development Index (HDI), regular updates from Fair Wear, and information from their production locations. BP's management discusses in which country and with which suppliers it wants to start cooperation. Specific to the new producing country of Albania, BP has found that discrimination against particular minorities is a significant risk. Corruption and the current inflation were also identified as risks.

Before BP places the first orders at new suppliers, the selected supplier must hand in a supplier information. As part of its quality management system, there is a quality management process to follow up on this internally for both new and existing production locations. For new suppliers, BP requires them to provide an audit before a formal business relationship can start. This could be a Fair Wear or other audit reports such as BSCI, SEDEX, or SA8000. This ensures that new suppliers are prepared for auditing and know about the processes. Before a supplier receives initial orders, an on-site visit is conducted, and an initial test order is placed. This evaluation is integrated into deciding whether to start production at a new supplier and to have a benchmark of the working conditions from the beginning. However, BP argues that its strategy is not frequently onboarding new suppliers but relying on long-term partnerships.

In 2021, travels to production locations could partly occur again, especially in Europe. The Head of Production and Head of Purchasing and Sustainability kept close contact with all production locations. During visits on-site and regular calls, BP could check on the general COVID-19 situation. BPs sustainability manager selected information about country risks and specific guidance. All information was captured in a shared overview of all suppliers.

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: Annually, BP systematically evaluates suppliers' social compliance, which is shared with suppliers and forms the basis of the ongoing discussion. Information on social compliance is included in the general supplier evaluation system, which also includes product indicators, the supplying company, the services, and the price. All of these indicators guide production decisions. The evaluation includes a grading system. If suppliers score low extra attention is given to see how they can improve. If suppliers fail to improve over a certain period (depending on the actual score), BP's exit strategy comes into force. If suppliers score high, they are included in developing new products and are thereby recognised as valuable partners for future orders. A basis for evaluating BP mainly uses non-fact-based assessments collected by the Head of Production and the Head of Purchasing and Sustainability. COVID-19 relevant topics have also been included in the past two years.

In 2020, BP introduced a written exit strategy. This process describes the procedure regarding a responsible exit with Tier 1 and Tier 2 suppliers. The exit only occurs when BP has exhausted all possible support without results. In 2021, BP left four suppliers, where BP had only low leverage. One supplier in Germany produced face masks during the COVID-19 pandemic. There was an agreement from the beginning to produce only face masks as long as needed. A factory in China was closed, and production was transferred to another factory.

Recommendation: It is recommended to include CAP follow-up and complaint handling more closely in the evaluation system. As an additional step in the supplier evaluation, BP could consider giving suppliers the tools to conduct a self-evaluation. Furthermore, it could ask its suppliers to evaluate its purchasing practices of BP.

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: For every supplier, BP arranges fixed lead times depending on the location of the supplier and the type of production (CMT or FOB). BP's production planning is based on labour minute calculations for its CMT suppliers. For the FOB suppliers, the production demand is based on an agreed (and monitored) weekly number of pieces. The weekly agreed pieces can be reduced if a supplier does not meet the agreed output.

Factories tell BP how many lines and minutes/pieces are available for BP orders. Generally, the fixed lead times include a time reserve of one week to be flexible in case of unexpected problems. BP also includes holiday plans for its production sites when sending the forecasting plan. BP additionally re-confirms the production status every two weeks with its suppliers to ensure the booked capacity is used for the production of BP goods and delays are encountered at an early stage. Therefore, BP has continuous planning and forecasts for six months in advance. During COVID-19, more frequent sales planning was added. BP even responds with higher orders to support its suppliers in the low season.

More than 98% of BP's productions are 'never-out-of-stock products (NOS). BP has regular quantities of repeating articles per month for all production locations. The goal is to provide suppliers with the same styles. When there is sudden extra demand in specific styles, suppliers are called to check for additional capacity (and different delivery dates are agreed upon). In cases where production capacity is an issue, NOS production is replaced by urgent additional styles, and existing stock is used for standard goods while the additional style is produced.

The company keeps a large stock supply and aims for equal production planning throughout the year which is regularly checked with its suppliers in order to produce without excessive overtime. Furthermore, BP has materials in stock at its CMT suppliers. This stock gives the company and its suppliers more flexibility in urgent orders, reducing pressure on delivery times and, therefore, the risk of overtime. Moreover, several of BP's suppliers can produce the same styles.

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: Although some audits indicate excessive overtime, none explicitly relate to BP's purchasing practices. With one Chinese location, BP has extensively discussed possible root causes, which resulted in a change in order schedule from four times a year to every other month to facilitate better planning on both sides. Also, they have evaluated the supply of materials to make sure the two processes are better aligned to decrease production pressure. To continue monitoring overtime, BP has included questions about capacity and overtime in its standard annual questionnaire, which is shared with suppliers.

BP has started cooperating with its main Chinese supplier to develop an agreement with worker representatives that working hours should not exceed 60 hours per week. BP has a leverage of 2% at that factory. A BSCI audit from 2021 already shows that overtime has been reduced here. For example, BP has accepted delivery delays. This is to be verified again by another fair wear audit.

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: Price negotiations for CMT are based on standard minutes developed in-house at BP's own sampling production unit. The costs of materials and accessories are known as well as the CMT price. Due to that, BP has a good impression of costs for management and workers as it can compare the working minute calculation with comparable suppliers, including their own factory. Local wage levels are taken into account when calculating an acceptable price. Further, BP considers inflation in price agreements with the suppliers each year.

For FOB suppliers, BP asks for the CMT price so it has an idea of how much workmanship needs to go into each product. This enables the brand to calculate the price per minute. BP relates the price among others to the size of the production volume and related productivity and working minutes needed.

BP has started an analysis comparing minimum wages and local living wages before and after social audits in the past years. By doing this, the company can measure wage increases in the long run. BP also compares minimum wages against calculated minute wages and whether paying the minute wages would lead to a higher wage than the minimum wage. In the past financial year, the company combined the analysis of the current wages in the factory with its own minute calculation to identify the gap between what is paid and what could be paid to the workers.

On a case-by-case decision, BP also can agree to price increases with its suppliers. In some cases, BP has contract agreements of regularly price increases with its suppliers. In addition, BP has a calculation of almost each article about the amount of production minutes per piece. This calculation is checked also via sewing sample tests in its own production location in Cologne.

Recommendation: Fair Wear recommends BP extend its knowledge regarding open costing for suppliers which are paid FOB.

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: In 2021, no legal minimum wage issues were found. Nonetheless, BP checked in regularly to verify whether workers were paid at least the legal minimum wage. For this, BP requested to see pay slips and keeps an overview where all wages at suppliers are shown.

In 2021, due to COVID-19, the government in Vietnam decided on a strict lockdown. The factory where BP produces was not affected by the lockdown. Since July 2021, the labour minimum wage in the Sindh region in Pakistan were increased. Therefore, BP double-checked if the supplier paid the new amount of labour minimum wages and accepted price increases. BP was in close contact with its supplier and checked pay slips to ensure that minimum wages were still paid.

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

Comment: No evidence of late payments to suppliers by BP was found during the last financial year. Suppliers responsible for CMT production are paid as soon as the goods arrive at BP. No pre-financing takes place here, as BP already provides the materials. For the FOB suppliers, BP provides pre-financing of 50% to support the suppliers to purchase the nominated materials. The outstanding amount is paid when goods arrive in the warehouse.

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: BP analyses the wage levels of its suppliers based on the Fair Wear wage ladders and the costing sheets. In addition, BP conducts a survey once a year about the suppliers' minimum, maximum and average wages. This overview shows the development of wages at suppliers. The overview shows that every supplier pays at least 10% above minimum wage. Most of the suppliers pay 20% to 40% above the minimum wage. BP has a calculation of the number of production minutes/piece for almost every item. This calculation is also verified by sewing sample tests in its own sampling production in Cologne. The wage analysis has been made per factory and country. The wages are compared to country-specific and estimated living wages.

BP actively invited factories to participate in supplier seminars on costing. This was the first step in uncovering and addressing root causes. In addition, the company started to more actively address the topic of including workers/worker representatives; they gathered information about the situation of worker representatives at production locations through the annual survey.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.12 Percentage of production volume from factories owned by the member company (bonus indicator).	15%	Owning a supplier increases the accountability and reduces the risk of unexpected CoLP violations. Given these advantages, this is a bonus indicator. Extra points are possible, but the indicator will not negatively affect an member company's score.	Supplier information provided by member company.	1	2	0

Comment: BP owns one production site in Tunisia. Furthermore, a small number of products and samples are produced in Cologne, Germany, at the headquarters.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.13 Member company determines and finances wage increases.	None	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach.	Evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, correspondence with factories, etc.	0	6	0

Comment: BP has not yet defined target wages for its suppliers. However, BP participates in the 'Living Wage Lab', which is a pilot project of the German Partnership for Sustainable Textiles. With other brands, BP wants to find out how employee remuneration can be improved at the factory and which other financial possibilities or support can be made available. The aim is to transfer the project's experiences to other suppliers. Together with another Fair Wear member brand, the pilot project was implemented with a shared supplier in Pakistan.

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

Recommendation: In determining what is needed and how wages should be increased, it is recommended to involve worker representation.

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

Comment: At its own factory in Tunisia, responsible for 15% of total FOB, the company pays almost according to the living wage estimate recommended by local stakeholders of Fair Wear. The factory is located outside of Tunis, in an area where living standards are a little lower than in the city. In addition, it provides full coverage of social insurance, correct payments of working hours and overtime (if needed) and extra benefits (compared to other factories around), such as 100% social insurance, providing free doctor consults at the factory and longer-term contracts with employment protection. Due to a production efficiency-analysis at its own production in Tunisia in 2020, BP could increase wages in 2021.

As BP has not yet set target wages with its suppliers, no points at this indicator can be awarded yet.

Recommendation: We encourage BP to show that discussions and plans for wage increases have resulted in the payment of a target wage.

Purchasing Practices

Possible Points: 52

Earned Points: 39

2. Monitoring and Remediation

Basic measurements	Result	Comments
% of production volume where an audit took place.	97%	
% of production volume where monitoring requirements for low-risk countries are fulfilled.	1%	To be counted towards the monitoring threshold, FWF low-risk policy should be implemented. See indicator 2.9. (N/A = no production in low risk countries.)
Member meets monitoring requirements for tail-end production locations.	Yes	
Requirement(s) for next performance check		
Total monitoring threshold:	98%	Measured as percentage of production volume (Minimums: 1 year: 40%; 2 years 60%; 3 years+: 80-100%)

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

Comment: BP has a team of two people who are responsible for the monitoring system. The members of the team belong to the CSR and the purchasing department.

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: The audit reports and CAP are shared with the supplier in a timely manner. The corrective action plans resulting from conducted audits are systematically followed up and reported on by designated persons, including the travelling staff of BP. In addition, an automatic integrated calculation of timelines and deadlines ensures an on-time follow-up. The findings are requested to be shared with worker representation where applicable. Experience in involving worker representation showed BP that in some factories involvement of worker representation works well and in others, it does not. If not, BP is aware that this does not only count for the follow-up of findings but influences the general follow-up process.

Recommendation: Where possible, worker representatives could be even more involved in CAP-follow up.

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: BP systematically follows up on Corrective Action Plans. BP asks its suppliers to send pictures or documents to confirm improvements. Whenever possible, the Sustainability Manager participates during the opening and closing meetings of the audits. The CSR Team, the Head of Purchasing and Sustainability, and the Head of Production also discuss these findings during online meetings with the suppliers or onsite visits. BP keeps clear timelines and checks in with the factory after a deadline has passed.

In 2021, the member continued to emphasise worker representatives and find out about the composition and effectiveness of worker committees. With its own production location in Tunisia, it had several interactions with worker representatives.

For the Brand Performance Check, a sample of CAPs has been reviewed. Health and safety issues were found at suppliers in Tunisia and Turkey. These were discussed with the suppliers directly and verified through either visual proof or visits. At that time, more complex issues related to working hours or living wages were still in progress. In some cases, CAPs were not fully resolved until they could not be verified during a visit. In 2021, BP staff could again travel to some factories, especially within Europe. Also, some suppliers visited BP in Cologne, where the CAP findings were discussed.

Recommendation: Fair Wear recommends including worker representation in the remediation process. Either to engage workers in identifying and implementing improvements or to verify realised improvements. Also, Fair Wear encourage BP to further explore possible root causes to include these in preventive measures.

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, so this indicator is not applicable in 2021. Nevertheless, BP could visit some factories on-site again in 2021. The factories visited account for almost a total of 70% of BP's total FOB. BP visited its own factory in Tunisia in 2021 to discuss a complaint (see more in Chapter 3).

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: BP checks all suppliers for other social audit reports on an annual basis. The reports are collected and the Fair Wear Audit Quality Assessment Tool is done, and CAPs are integrated into the existing routine to follow up on improvement possibilities at the production sites. Reports from other organisations are actively used to follow up on uncovered points and to cross-check implementation status from what is reported by the supplier via email, phone and visits to the production site when possible.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.7 Compliance with FWF risk policies.	Average score depending on the number of applicable policies and results	Aside from regular monitoring and remediation requirements under Fair Wear membership, countries, specific areas within countries or specific product groups may pose specific risks that require additional steps to address and remediate those risks. Fair Wear requires member companies to be aware of those risks and implement policy requirements as prescribed by Fair Wear.	Policy documents, inspection reports, evidence of cooperation with other customers sourcing at the same factories, reports of meetings with suppliers, reports of additional activities and/or attendance lists as mentioned in policy documents.	3	6	-2
Compliance with FWF enhanced monitoring programme Bangladesh	Intermediate			3	6	-2
Compliance with FWF Myanmar policy	Policies are not relevant to the company's supply chain			N/A	6	-2
Compliance with FWF guidance on abrasive blasting	Policies are not relevant to the company's supply chain			N/A	6	-2
Compliance with FWF guidance on risks related to Turkish garment factories employing Syrian refugees	Intermediate			3	6	-2
Other risks specific to the member's supply chain are addressed by its monitoring system	Intermediate			3	6	-2

Comment: BP monitors and analyses common risks for their sourcing countries and products using the information provided by Fair Wear (country studies, stakeholder information) and other NGOs. As part of the Partnership for Sustainable Textiles (PST) membership, BP uses a complex analysis of the sector risks assigned to the respective production countries.

Bangladesh:

In 2021, BP had two active production locations in Bangladesh. BP is not a member of the Bangladesh Accord, but its production locations are a member of the Accord and have been audited. BP indicated that it has no plans to become a member of the Accord as its FOB sourced from this production location (1%) does not weigh up against membership costs. Other essential aspects of the Enhanced Monitoring for Bangladesh (such as risk analysis, anti-harassment policies, and fire and health and safety monitoring) have been taken care of by the company. One supplier participated in a WEP violence and harassment prevention module in 2019.

Turkey:

Approximately 16% of BP's production in 2021 came from one factory in Turkey. Since the supplier is close to the Syrian border, employment of Syrian refugees was identified as a high risk for BP. To address the risk, BP had several meetings with this supplier to increase awareness of the issues regarding the Syrian refugees. At the end of 2020, the factory indicated it had four Syrian refugees employed through an agency with the support of the Association of Solidarity with Refugees and Migrants. BP requested more information and ensured that these people had working permits and were treated properly. BP also checked whether the main supplier's Tier 2 suppliers (deeper supply chain) are employing Syrian refugees. This has been denied. In 2021, a Fair Wear audit was conducted at the factory. Also, a WEP factory dialogue training was requested by BP for 2021. Due to a system error caused by Fair Wear, the training could only occur at the beginning of 2022. BP does not have a written policy concerning the employment of Syrian refugees.

Other risks:

China:

BP is aware of country-specific risks such as excessive overtime, limited governmental trade unions, and difficulties with the freedom of association and collective bargaining. The member participated in research about forced labour, and one production location was at higher risk. This should be verified within an audit, planned for 2022. In 2021, some of China's provinces suffered from power shortages in recent weeks. One factory of BP was also partly affected. BP was in close contact with the supplier and documented the status regularly. The minimum wages could still be paid, and extra overtime was unnecessary.

Vietnam:

Vietnam was strongly affected by the COVID-19 pandemic. Due to lockdown regulations, many production facilities in the south of the country had to close for weeks. The north of Vietnam was less affected. The factory where BP produces is located in the north of Vietnam (6% of FOB) and was not affected by the lockdown. Nevertheless, BP fulfilled its due diligence obligations during the period and was in contact with the factory to frequently analyse the COVID-19 situation on site.

COVID-19:

In 2021, BP still recorded the COVID-19 situation in the factories and covered various topics such as COVID-19 case numbers, compliance with hygiene and safety regulations, ensuring wages are paid and enquiring about other risk factors.

Recommendation: As the supplier China is an important partner for BP, Fair Wear recommend BP verify the high risk at its supplier with additional monitoring activities. It is also recommended to address social dialogue at this supplier by, for example, organising training. In addition, BP could investigate whether trade unions are active at the factories if worker representatives are assigned or democratically elected if the grievance mechanism is functioning, and about the communication between trade unions, worker representatives, workers and management.

Since BP has identified the employment of Syrian refugees as a high risk in Turkey, BP should work with its supplier to establish a written policy on this.

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: BP actively cooperates with Fair Wear members and brands not affiliated to Fair Wear.

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: 1% of BP's total FOB is placed at suppliers in low-risk countries, including also own sampling factory in Cologne. Besides that, BP produces at two factories in Slovakia (one production partner). The brand has implemented the Fair Wear requirements at its Slovakian supplier. Due to COVID-19, BP could not visit the supplier in 2021. BP is in exchange with the supplier via video call. Health and Safety checklists are provided and uploaded to the Fair Wear database. The conversations on COVID-19 are documented. The supplier in Slovakia had to deal with high infection rates and, thus, lower personnel capacity in 2021. BP reduced the order volume as this was the supplier's request.

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: In 2019 two Fair Wear audits were conducted in BP's tail-end.

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: 23

3. Complaints Handling

Basic measurements	Result	Comments
Number of worker complaints received since last check.	4	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: BP designated two staff members to follow up on 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: Staff from BP checks that the worker information sheet is posted in the factories when they visit the production location and via emails and pictures. Pictures of the posted worker information sheet are collected annually. In 2021, BP's technician was able to visit production locations in Albania, North Macedonia, Tunisia, Armenia and Turkey.

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 travel restrictions in 2021 that limited the possibility of conducting training, this indicator is not applicable in 2021. Nevertheless, BP organised WEP basic trainings in China in 2019 and Tunisia in 2021, which is 15% of its total FOB.

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: BP has a process in place when receiving a complaint. BP cooperates and discusses complaints with other Fair Wear members if applicable. In 2021, BP received four complaints, of which three were resolved or closed, and one still needs verification and continued to follow up as this complaint came up in December 2021.

In 2021, BP received two complaints from one factory in Turkey. BP responded instantly. One complaint was filed about unjustified termination of employment contracts. This could be verified during a Fair Wear monitoring audit. The complaint could be resolved. Another complaint came up due to the discriminatory behaviour of one supervisor against the complainant. Management training was arranged immediately, which focused on communication and conflict management, that such a case does not occur again in the future.

BP also received a complaint from its own factory in Tunisia. The union had various concerns about salary negotiations, overtime compensation and employment contracts. Furthermore, communication between the union and management was criticized. BP visited the factory on site. The factory management, BP and the union had extensive discussions and agreed on a better procedure for the future. The concerns were solved, and the complaint could be closed.

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: BP actively cooperated with other Fair Wear members at several shared factories.

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: All BP staff is made aware of Fair Wear membership requirements. Several times a year, BP provides Fair Wear training for travelling staff, all new BP employees and interested colleagues. In addition, BP informs its staff about Fair Wear topics such as their new sustainability report, the Brand Performance Check report and its result.

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: Staff is trained in general. Before visiting the production site, staff travelling to production sites is briefed in detail. Usually, the CSR team briefs travelling staff about supplier-specific problems and asks for proof such as documents, notes and pictures. The travelling staff shares the collected documents and photos with the CSR team. The CSR team evaluates the situation at the production site.

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.	Member does not use agents/contractors	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.	N/A	2	0

Comment: In 2021, BP was not working with any contractors/agents.

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 of conducting training, this indicator is not applicable in 2021. Nevertheless, BP organised training at three different production locations focused on improving worker-management dialogue in Vietnam, one Education Programme Violence and Harassment Prevention training in Bangladesh and one WEP dialogue communication training in Turkey. These factories produce 23% of BP's total FOB.

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: After the training, BP has discussed the report with the factories and has monitored progress.

Training and Capacity Building

Possible Points: 5

Earned Points: 5

5. Information Management

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
5.1 Level of effort to identify all production locations.	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: BP has written contracts with the suppliers. According to the agreement, subcontracting is not allowed unless the supplier informs in advance, then an individual arrangement must be made between the supplier and BP.

Production locations are frequently visited during production to check on quality and whether production takes place in the agreed production location. In 2021, BP still asked frequent questions to production locations to verify production took place at the identified location. Especially when there were production delays, BP monitored production closely and was lenient about lead times to avoid using subcontractors. In addition, BP's technician was able to revisit production locations in Albania, North Macedonia, Tunisia, Armenia and Turkey.

Nevertheless, one audit report showed unauthorised subcontractors at one supplier in Turkey. BP openly discussed the case with the supplier and analysed the root causes. A statement from the supplier was made and confirmed that no order would be given to a subcontractor without approval from BP. The use of subcontracting was due to the production planning of other customers.

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: BP has developed a system where information regarding the Code of Labour Practices is integrated into the overall assessment of the supplier. At this point, the staff is informed about compliance and outstanding issues before factory visits. Staff can also access documents regarding the social compliance of the individual suppliers on the server. Responsible staff from departments related to suppliers and products meet regularly. Fair Wear and social compliance, in general, are part of the agenda.

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: BP's website and catalogues are the most important communication channels for BP to communicate about Fair Wear membership. Furthermore, the company has informed the public, customers and end users through press releases, flyers and social media channels and newsletters. Communication regarding Fair Wear is important to BP, and the company experiences a growing interest from customers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.2 Member company engages in advanced reporting activities.	Published Brand Performance Checks, audit reports, and/or other efforts lead to increased transparency.	Good reporting by members helps to ensure the transparency of Fair Wear's work and shares best practices with the industry.	Member company publishes one or more of the following on their website: Brand Performance Check, Audit Reports, Supplier List.	1	2	0

Comment: The Brand Performance Check Report is published on BP's website, and the social report includes audit results. The social report and website also mention the company's own production location by name. BP disclosed its factories to other Fair Wear member brands in the Fair Wear database. BP did not publish its supplier list on the Fair Wear website.

Requirement: Fair Wear requires BP to disclose production locations on the Fair Wear website.

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

Comment: BP published its social report in German, English and French on its website.

Transparency

Possible Points: 6

Earned Points: 5

7. Evaluation

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
7.1 Systemic annual evaluation of FWF membership is conducted with involvement of top management.	Yes	An annual evaluation involving top management ensures that Fair Wear policies are integrated into the structure of the company.	Meeting minutes, verbal reporting, Powerpoints, etc.	2	2	0

Comment: Top management is involved in Fair Wear membership. Fair Wear membership is integrated into decisions on the management level. An evaluation meeting on Fair Wear membership takes place every year. The outcomes of the Brand Performance Check are used to formulate plans for the coming year.

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.	50%	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.	4	4	-2

Comment: BP has partly shown efforts to work on the previous Brand Performance Check requirement. The brand could prove that it partly resolved the requirement of indicator 6.2. BP disclosed production locations to other member brands in Fair Force, but not on the Fair Wear website.

In the last Brand Performance Check, Fair Wear required BP to ensure the monitoring requirements for tail-end production (or fulfil low-risk monitoring requirements at) all production locations, because BP selected a production location in Germany for one order to produce face masks. However, the cooperation was already terminated in 2020.

Requirement: Fair Wear requires BP to disclose production locations on the Fair Wear website.

Evaluation

Possible Points: 6

Earned Points: 6

Recommendations to Fair Wear

BP has noted several issues with Fair Wear membership:

First, BP needs more information on Living Wages in the respective production countries: China, Vietnam, Pakistan, Armenia and Bangladesh. Also, BP noted that Fair Wear does not cover some countries where BP is active. BP would like to see more data on gender in the audit reports so that data on this can be verified and used for further projects. Furthermore, BP wishes an increased cooperation with the German Partnership for Sustainable Textiles and systems like Retraced.

Scoring Overview

Category	Earned	Possible
Purchasing Practices	39	52
Monitoring and Remediation	23	26
Complaints Handling	11	11
Training and Capacity Building	5	5
Information Management	7	7
Transparency	5	6
Evaluation	6	6
Totals:	96	113

Benchmarking Score (earned points divided by possible points)

85

Performance Benchmarking Category

Leader

Brand Performance Check details

Date of Brand Performance Check:

24-08-2022

Conducted by:

Victoria Lauer

Interviews with:

Annika Düren (Purchasing / Sustainability)

Fabian Kusch (Head of Purchasing/Sustainability)

Harald Goost (CEO)

Julia Gaspers (Finance)

Dominik Schröder (Head of Supply Chain)

Ute Müller (Head of Production)