



membership costs 2023

This document details the expenses related to Fair Wear membership for 2023. These include the Fair Wear annual membership fee as well as several additional costs to facilitate Human Rights Due Diligence (HRDD).

Please be aware that your company may have supplementary expenditures, such as additional travel costs, human resources or the development of a CSR department, that are necessary to implement the Fair Wear membership.

Fair Wear annual membership fee

Fair Wear membership is open to European garment companies with a minimum annual turnover of 10 million euro, more than 50% production¹ in countries where Fair Wear is active and at least 50% own production.

The membership fee is calculated based on your yearly turnover in products as defined in the scope of Fair Wear membership section of the [Brand Performance Check Guide](#)

The turnover is determined by the consolidated annual financial report that is provided to Fair Wear, which should be accompanied by an accountant statement. The report should concern the last closed fiscal year. If the turnover has changed drastically with respect to the previous year, the difference is only taken into account if the membership fee would deviate more than 20% from the already invoiced fee, in which case you will receive a final invoice (debit or credit).

If the accountant statement differentiates turnover between products as defined in the scope of Fair Wear and other products, only the turnover of products within the scope of Fair Wear will be used to calculate the membership fee.

For most categories, the amounts are subject to adjustments based on inflation rates.

In the event of termination of membership before the end of the year, the membership fee for the entire year is due.



Fair Wear reserves the right to adjust the membership fees for the following year.

¹ Production that takes place in countries where Fair Wear does not require full audits can also count towards the required 50%

Turnover (min) in €	Turnover (max) in €	Membership fee 2023
€ 10.000.001	€ 25.000.000	€ 7.720,00
€ 25.000.001	€ 30.000.000	€ 8.140,00
€ 30.000.001	€ 35.000.000	€ 8.885,00
€ 35.000.001	€ 40.000.000	€ 9.620,00
€ 40.000.001	€ 45.000.000	€ 10.355,00
€ 45.000.001	€ 50.000.000	€ 11.100,00
€ 50.000.001	€ 60.000.000	€ 12.580,00
€ 60.000.001	€ 70.000.000	€ 14.050,00
€ 70.000.001	€ 80.000.000	€ 15.550,00
€ 80.000.001	€ 90.000.000	€ 17.010,00
€ 90.000.001	€ 100.000.000	€ 18.500,00
€ 100.000.001	€ 125.000.000	€ 22.200,00
€ 125.000.001	€ 150.000.000	€ 25.895,00
€ 150.000.001	€ 175.000.000	€ 29.590,00
€ 175.000.001	€ 200.000.000	€ 33.295,00
€ 200.000.001	€ 250.000.000	€ 40.700,00
€ 250.000.001	€ 300.000.000	€ 48.090,00
€ 300.000.001	€ 350.000.000	€ 55.495,00
€ 350.000.001	€ 400.000.000	€ 62.885,00
€ 400.000.001	€ 450.000.000	€ 71.735,00
€ 450.000.001	€ 500.000.000	€ 77.690,00
€ 500.000.001	€ 750.000.000	€ 92.505,00
€ 750.000.001	€ 1.000.000.000	€ 115.440,00
€ 1 000 000 001	€ 1 500 000 000	€ 145.040,00
€ 1 500 000 001	€ 2 000 000 000	Tailor-made tariffs

The above-mentioned fees are excluding VAT.

Benefits are included in Fair Wear's annual membership fee

-  Fair Wear **facilitates** your human rights due diligence (HRDD) activities as you work towards making improvements in the labour conditions in your supply chain.
-  Following international guidelines (UN guiding principles on business and human rights, and OECD guidelines for multinational enterprises), brands have the responsibility to respect human rights, and therefore have to establish a human rights due diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights. In some countries and at EU level, legislative initiatives have been taken up to make this HRDD process mandatory. Fair Wear can help **translate/interpret** those responsibilities and support to create clarity on what this means for brands and how this could work.

Fair Wear **assesses** your performance in relation to the parts of the supply chain in the scope of Fair Wear and thereby adds credibility to your efforts.

Fair Wear **provides feedback** on your annual work plan and the annual social report, in order to enhance the quality of the documents, both of which are intended to provide insight into your (planned) activities concerning the improvement of labour conditions and enhance the transparency of your efforts and results.

Once your work plan has been approved, you can **use** Fair Wear's **in-country guidance and tools to conduct a risk assessment**, do an **onboarding of new suppliers** and **work on improvements**, whether it is to prevent or remedy labour rights violations.

Fair Wear **gives advice** on how your human rights due diligence is integrated in your internal management system. This allows you to perfect your management system by making step-by-step progress.

Fair Wear **produces a range of informational material and tools**. This includes, for example, country information, guidance, and risk assessments that can be used to establish what is required in order to implement Human Rights Due Diligence in a factory in a specific country. They also provide a source of information to perform due diligence throughout your supply chain.

Fair Wear membership includes **max 4 licenses to access the online database system Fairforce and max. 8 licences** for brands with turnover higher than 100.000.000, where you can store your factory data securely. For each additional license, a surcharge of 50 euros is paid.

Membership **includes max 4 licenses** for the learning management system for member learning on conducting HRDD, reviewing and improving purchasing practices and addressing specific risks.

Fair Wear offers **a collective complaints handling procedure with an operational system in multiple countries, with a multistakeholder set up**, designed to protect workers and provide access to remedy. If a complaint is filed by a factory worker, supplier or a (local) organisation in a country where Fair Wear has a local team, Fair Wear can advise the member who sources from that factory with the follow up of the complaint.

Fair Wear actively works with other **multistakeholder initiatives** in the industry on a common approach or alignment on remediation strategies and pushes for a new normal based on the HRDD approach. A good example is the Common Framework on Responsible Purchasing Practices and a joint approach on the Covid outbreak.

The collaboration to harmonize the efforts being made towards the improvement of labour conditions, also allows us to **compile and expand our knowledge** on local labour conditions.

Fair Wear **organises annual events** for all its members. During the event, participants can exchange experiences and find inspiration for new ideas.

Fair Wear **informs publicly** on sustainable purchasing and on the performance and progress made by member brands by posting relevant material on our website, including your Brand Performance Check as well as regular highlights on members who have done exceptional work on specific topics, such as living wages. This is a useful resource for possible customers or investors.

Together with its member base, Fair Wear inspires the industry by sharing dilemmas, examples or notable practices of member brands with other members and industry wide.

Fair Wear Factory Assessments

To adequately conduct their human rights due diligence, brands need to identify the most commonly found human rights risks in their sourcing countries and throughout their supply chains. To do so, brands can use several tools, including country studies, stakeholder consultations, and other related research projects that investigate risks and human rights violations in garment supply chains. To identify specific issues at your supplier, audits can be one of the tools.

Fair Wear's factory auditing is a tool to inform factories and their customers in a process leading to workplace improvements. For brands, they can provide input on their performance on monitoring and acting upon risks or negative impacts. With an audit, issues are identified so that brands and suppliers have a base where they can collaboratively work together to improve working conditions.

Fair Wear selects and trains audit teams in nine garment-producing countries. For countries where Fair Wear does not have a local team, we can provide recommended service providers to conduct factory assessments and/or training.



There are two types of Fair Wear factory assessments :

- 1 Verification activities.** Activities to verify improvements/progress at the workplace. This can include full audits, as well as modular verification activities such as worker interviews, focusing on selected labour standard violations. Costs are covered by Fair Wear and a link is made to the brand performance check, where member brand performance is assessed.
- 2 Audits/modular assessments.** The Fair Wear audit teams can be hired (for a supplementary fee) to perform your social audits, saving you the cost and trouble of



training your own team or finding external audit teams. You can book this audit yourself through the Fair Wear information system. From mid 2023 onwards Fair Wear will offer modular forms of assessments addressing specific labour standards that are tailor-made based on the factories risks and needs. Pilot and development costs are borne by Fair Wear. Once implemented, brands are invoiced per assessment.

Country-specific fee structure

The flat fee depends on the country and several other factors:

-  The standard daily fees of the country team members are based on the income categories of the production countries.
-  Travel and accommodation costs which are based on historical data of invoices submitted by Fair Wear auditors.

Further, several other factors were taken into consideration when developing the flat fee structure. These include:

-  The number of workers in the assessed factory, which determines the time spent by the audit team on an audit.
-  Handling costs of Fair Wear headquarter staff for time spent on the audit and for the costs of bank transfers.

Please refer also to the [Fair Wear financial terms for service providers](#), which sets out the classification of countries, daily working fees for members of the audit team, and the necessary time investment of the audit team based on factory size.

Every year, the fees are assessed according to inflation and local costs. The following flat fees are based on the factors mentioned above. Fair Wear has assigned the production countries to three categories: low, middle and high income.

FAIR WEAR FACTORY ASSESSMENT (AUDITS)

Country income level	Size of factory (# of workers)				
	5-25	26-50	51-500	501-1000	>1001
Low income Bangladesh, India, Myanmar, and Vietnam	€ 1.900	€ 2.360	€ 2.720	€ 2.885	€ 3.410
Middle income Bulgaria, Macedonia, Romania, and Tunisia	€ 2.100	€ 2.560	€ 2.970	€ 3.130	€ 3.705
High income Turkey and China*	€ 2.255	€ 2.780	€ 3.245	€ 3.410	€ 4.050

* Services in Turkey and China are delivered through a partner organisation

Workplace training

Fair Wear workplace training programs have evolved to be used throughout member brands' Human Rights Due Diligence (HRDD). Workplace training is a crucial part of the prevention, mitigation, and remediation of risks in garment factories. The Fair Wear Onboarding training for suppliers is the first step on the pathway to prevention and remediation. Fair Wear sees awareness raising on labour rights, social dialogue, as well as on internal and external grievance mechanisms including the Fair Wear helpline, as an essential stepping stone towards the improvement of working conditions.

Fair Wear selects and trains local training teams. Training teams can be hired (for a supplementary fee), saving you the cost and trouble of training your own team or finding external training organisations.

Fair Wear provides both general and country-specific modules. Fair Wear uses a flat fee system for the general and country-specific modules. The amounts are subject to yearly adjustments based on inflation rates. Significant changes to a module can also result in changes to the fee requested of which we will inform our members beforehand.

General modules

Onboarding Training for Suppliers: Introduction to labour rights, grievance mechanisms and social dialogue

To support brands' efforts in preliminarily scoping and mitigating risks in their supply chain, and to engage in a dialogue with their suppliers on human rights responsibilities, Fair Wear has designed the Onboarding Training for suppliers. This two-day training provides a basic introduction to the Fair Wear Code of Labour Practices, the Fair Wear grievance mechanism and other grievance mechanisms, as well as social dialogue. The Onboarding Training is composed of two modules: Module 1 focusses on basic labour rights awareness raising, and Module 2 addresses the nature and benefits of social dialogue. Management, supervisors, and workers are trained separately in two-hour sessions; when requesting this training, brands and suppliers commit to at least 2 training days. In order to meet performance check requirements (indicator 2.6), member brands need to organise onboarding training sessions in the first year of business relation with a new supplier. This training may also be organised in longer term partner suppliers, as part of a prevention or improvement programme (indicator 3.15).

From 2023, the Onboarding Training for suppliers will replace the WEP Basic, which will be phased out. All contents covered by the WEP Basic will be maintained in the new Onboarding Training, the difference being in the added focus on social dialogue (which is the focus of Module 2), the increase of its outreach, the combined use of in person sessions and online tools (to be developed), and the expansion of its delivery in all Fair Wear production countries.

Please note that Fair Wear is in the piloting phase of this new training. The costs of the new course will be announced later. Further information about the official launching per country will be provided in 2023. Whenever in a production country the Onboarding training was not yet available, the old WEP Basic will still be delivered. WEP Basic fees below will apply in those cases.

The following fees apply for the WEP Basic, which will be delivered in countries where the Onboarding Training is not yet available:

Onboarding training for suppliers: Introduction to labour rights, grievance mechanisms and social dialogue

# Workers	Management session (2 hours)	Worker session (2 hours)	Fee 2023
0 – 50	1	1	€ 1.195
51 – 500	1	2	€ 1.345
501 – 1000	1	4	€ 1.585
1001 - 1800	1	6	€ 1.850
> 1801	Please contact your Brand Liaison for the required number of sessions and price details		

COUNTRY-SPECIFIC MODULES

Fair Wear has designed several modules aimed at supporting brands and factories in tackling country-specific challenges.

Violence and Harassment Prevention Programme Bangladesh and India

Brands with suppliers in Bangladesh and India (Delhi/NCR, Bengaluru, Tirupur) can make use of the **Violence and harassment prevention Programme**.

The training focuses on establishing and supporting workplace anti-harassment committees. Management, supervisors and workers are trained in separate five-hour sessions. If needed, Fair Wear facilitates an election for an anti-harassment committee. Following this, the members are then trained in a half-day session. During the next eighteen months, the Fair Wear trainers will assist in **six follow-up meetings** with the committee members to support them in the development and running of the anti-harassment committee. Suppliers must hire external members for the committee by the third follow-up meeting.

Before signing up for this module, please download and read the [Violence and harassment prevention Programme brand handbook](#), which will guide you through this programme.

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Members' efforts to conduct training and capacity building is evaluated in the brand performance check.

The following fees apply:

Programme	Fee 2023
Violence and harassment prevention	€ 2.030

Communication and Factory Dialogue Programme

Vietnam

This four-and-half-day programme—which is spread out over the course of 12 months—focuses on improving worker-management interaction by developing their communication skills, with an emphasis on collaborative problem-solving.

In this training, management, the general worker population and a small group of up to 30 worker volunteers or representatives (where applicable) will be trained, first in separate sessions, and then together. Then they will engage in dialogue exercises.

The first session (1.5 days) of training will focus on priorities for improvement and constructive engagement, as well as introducing dialogue exercises. The second session (1 day) of training will take place after several weeks, and will include more exercises on dialogue, interview skills, and other tools which could guide factory improvements. After this, there are three half-day follow-up sessions.

Fair Wear offer the course to suppliers in Vietnam.

Thanks to funding by the Dutch Ministry of Foreign Affairs the module will be offered, subject to availability, at a reduced rate.

Before signing up for this module, please download and read the [Communication and Factory Dialogue brand handbook](#), which will guide you through this programme.

The following fees apply:

Programme	Fee 2023
Communication and Factory Dialogue	€ 1.925

Migrant Refugee Module

Turkey

Fair Wear member brands sourcing from Turkey are currently facing additional risks related to large numbers of Syrian refugees that are being employed in the garment industry, often in conditions that would violate elements of the Fair Wear Code of Labour Practices.

Fair Wear members encountering Syrian refugee workers in their supply chain, or who would like to know more about the legal issues surrounding Syrian refugees, can now enrol their supplier in a Migrant Refugee module tailored to this specific situation.

Fair Wear will offer the training module in Arabic (for Syrian refugee workers) and Turkish. Where possible, trainers will facilitate an exchange of the two worker groups during the training.

The following fees apply:

Migrant Refugee Module - Turkey			
# Workers	Management session (2 hours)	Worker session (2 hours)	Fee 2023
0 – 50	1	1	€ 1.170
51 – 500	1	2	€ 1.280
501 – 1000	1	4	€ 1.530
More than 1000	1	6	€ 1.775

Factory Dialogue Module Turkey

As risk assessment activities in Turkish factories often highlight a need for improved worker-management dialogue, Fair Wear has designed the Factory Dialogue Module – Turkey. This one-day module provides a basic introduction to effective communication as a tool for problem-solving. Management, supervisors and workers are trained in separate, two-hour sessions.

The following fees apply:

Factory Dialogue Module - Turkey			
# Workers	Management session (2 hours)	Worker session (2 hours)	Fee 2023
0 – 50	1	1	€ 1.170
51 – 500	1	2	€ 1.280
501 – 1000	1	4	€ 1.530
More than 1000	1	6	€ 1.775

Remediation

In the Fair Wear complaint handling and factory assessments, two types of costs are distinguished. The establishment and running costs of the system, the local teams and where applicable investigation costs are born by Fair Wear. Costs made by Fair Wear that are associated with remediation (such as the implementation of a Corrective Action Plan) belong to the brand responsibilities and hence will be borne by member brands.

FAIR WEAR SUPPORT IN COMPLAINT HANDLING REMEDATION PHASE – fees per day	
Country income level	
Low income Bangladesh, India, Myanmar and Vietnam	€ 165
Middle income	€ 187

Bulgaria, Macedonia, Romania, and Tunisia	
High income Turkey and China*	€ 214

* Services in Turkey are delivered through a partner organisation

Non-active countries

For countries where Fair Wear does not have own teams, Fair Wear provides a list of stakeholders on the member hub which also lists some of our former auditors, partners and other service providers.

Cancellation or rescheduling fees

The factory cannot cancel or postpone a Fair Wear assessment or training after the date has been planned. The factory must ask the member to contact Fair Wear to cancel or postpone the training.

If a member cancels or reschedules the factory assessment or training 10-30 days prior to the planned date, the member will be invoiced 33% of the fee. If a member cancels or reschedules the factory assessment or training 10 or less workdays before the date, the member will be invoiced 66% of the fee.

Where a Force Majeure event is the cause for cancelation or rescheduling, the member will only be invoiced for the cost incurred in planning the audit/training at the time of cancelation or rescheduling. Force Majeure event means an event, or a series of related events, that is outside the reasonable control of the party affected (including power failures, industrial disputes affecting any third party, changes to the law, disasters, explosions, fires, floods, riots, terrorist attacks and wars). The Brand Liaison and the Country Manager will enter into discussions with the member to determine if the cancelation or rescheduling was caused by a Force Majeure event.

Member learning

A brand has the responsibility to stay updated and informed about human rights risks in the sourcing countries, about approaches how to improve the due diligence process to identify, prevent, mitigate the risks and to stay up to date about human rights developments.

Fair Wear offers learning opportunities addressing these issues using different channels such as webinars, seminars, general and in-company trainings. In our learning management system (LMS), which will be officially launched middle 2023, you can find our trainings, learning modules and courses. In the LMS you are able to follow, document and track courses and learnings.

Fair Wear Member seminar

Fair Wear frequently organise Fair Wear member seminars. These seminars are designed for members who are working on implementing human rights due diligence in their supply chain. During the seminars, Fair Wear showcases its wide range of implementation tools, and shows how to best apply the Fair Wear Code of Labour Practices. The cost for a Fair Wear member seminar is € 600 for members and € 890 for prospective members. When a prospect member becomes member, the previous paid application fee of € 600 covers the cost of one person to attend the Fair Wear Member seminar.

FAIR WEAR Member seminar	Fee
Fair Wear Members	€ 600
Prospective members	€ 890