

## Fair Wear membership fee 2024

Garment and footwear brands have a responsibility to respect human rights, as is outlined in [the UN Guiding Principles on Business and Human Rights](#) and [the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment & Footwear Sector](#). The importance of this responsibility is reflected in national legislation, like the German Supply Chain Act, as well as in the upcoming EU CSDDD. Fair Wear members will give meaning to this responsibility in two ways:

- 1** Strengthening the human rights of workers in its own supply chain
- 2** Collaborating and sharing best practices to other (Fair Wear member) companies

In 2024, Fair Wear membership is open for European Garment and Footwear brands and includes:

- Full access to the Fair Wear methodology to conduct human rights due diligence (HRDD) based on a multi-stakeholder structure, full access to the HRDD facilitation tool, Fair Wear policies, guidance, data and other Fair Wear tools.
- Full access to the Fair Wear brand learning platform and learning programme in which members can gain knowledge and understanding, develop skills and share inspirational examples of how changes to strengthen human rights of workers, can be made.
- Active collaboration with other (member) companies to enhance leverage to impact human rights and engagement with key stakeholders to validate human rights risks and progress.
- Assessment of brand progress by Fair Wear in implementing human rights in its supply chain. Fair Wear will report on individual and collective progress in providing information to the wider industry on how to work on respecting human rights.
- Tailor-made expert advice on how to implement (new) insights to respect human rights.
- Access to Fair Wear complaint helpline, Fair Wear modular assessments, Fair Wear training and country-specific support in remediation.<sup>1</sup>
- Communication benefits and use of Fair Wear logo.

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<sup>1</sup> Access to complaint helpline is included in the general membership fee in 2024. The Fair Wear modular assessments, Fair Wear trainings and Fair Wear support in remediation can be separately requested. Costs can be found on the Fair Wear memberhub (access for members only).

[September 2023]

The Fair Wear membership fee is calculated based on a company's total consolidated yearly product turnover<sup>2</sup> on products as defined in the scope of Fair Wear membership section of the [Brand Performance Check Guide](#) and the number of production locations within that scope.

Minimum turnover	Maximum turnover	Number of production facilities	Membership fee 2024
	€ 30.000.000	<50	€ 8.500
	€ 30.000.000	>50<100	€ 8.925
	€ 30.000.000	>100	€ 9.350
€ 30.000.001	€ 50.000.000	<50	€ 9.900
€ 30.000.001	€ 50.000.000	>50<100	€ 10.395
€ 30.000.001	€ 50.000.000	>100	€ 10.890
€ 50.000.001	€ 70.000.000	<50	€ 14.500
€ 50.000.001	€ 70.000.000	>50<100	€ 15.225
€ 50.000.001	€ 70.000.000	>100	€ 15.950
€ 70.000.001	€ 100.000.000	<50	€ 19.500
€ 70.000.001	€ 100.000.000	>50<100	€ 20.475
€ 70.000.001	€ 100.000.000	>100	€ 21.450
€ 100.000.001	€ 125.000.000	<50	€ 23.500
€ 100.000.001	€ 125.000.000	>50<100	€ 24.675
€ 100.000.001	€ 125.000.000	>100	€ 25.850
€ 125.000.001	€ 150.000.000	<50	€ 27.500
€ 125.000.001	€ 150.000.000	>50<100	€ 28.875
€ 125.000.001	€ 150.000.000	>100	€ 30.250
€ 150.000.001	€ 200.000.000	<50	€ 30.500
€ 150.000.001	€ 200.000.000	>50<100	€ 32.025
€ 150.000.001	€ 200.000.000	>100	€ 33.550
€ 200.000.001	€ 300.000.000	<50	€ 42.500
€ 200.000.001	€ 300.000.000	>50<100	€ 44.625
€ 200.000.001	€ 300.000.000	>100	€ 46.750
€ 300.000.001	€ 500.000.000	<50	€ 59.000
€ 300.000.001	€ 500.000.000	>50<100	€ 61.950
€ 300.000.001	€ 500.000.000	>100	€ 64.900
€ 500.000.001	€ 750.000.000	<50	€ 87.500
€ 500.000.001	€ 750.000.000	>50<100	€ 91.875
€ 500.000.001	€ 750.000.000	>100	€ 96.250
€ 750.000.001	€ 1.000.000.000	<250	€ 114.000
€ 750.000.001	€ 1.000.000.000	>250<500	€ 119.700
€ 750.000.001	€ 1.000.000.000	>500	€ 125.400
€ 1.000.000.001	€ 1.500.000.000	<250	€ 149.500
€ 1.000.000.001	€ 1.500.000.000	>250<500	€ 156.975
€ 1.000.000.001	€ 1.500.000.000	>500	€ 164.450
€ 1.500.000.000	€ 2.000.000.000	<250	€ 178.000
€ 1.500.000.000	€ 2.000.000.000	>250<500	€ 186.900
€ 1.500.000.000	€ 2.000.000.000	>500	€ 195.800
€ 2.000.000.001	Please contact us for a calculation <a href="mailto:newmembership@fairwear.org">newmembership@fairwear.org</a>		

*The above-mentioned fees are excluding VAT. For other currencies, the exchange rate of January 1, 2024, will be applied.*

<sup>2</sup> 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.