



Brand Performance Check

VAUDE Sport GmbH & Co. KG

Publication date: July 2025

This report covers the evaluation period 01-01-2024 to 31-12-2024

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.

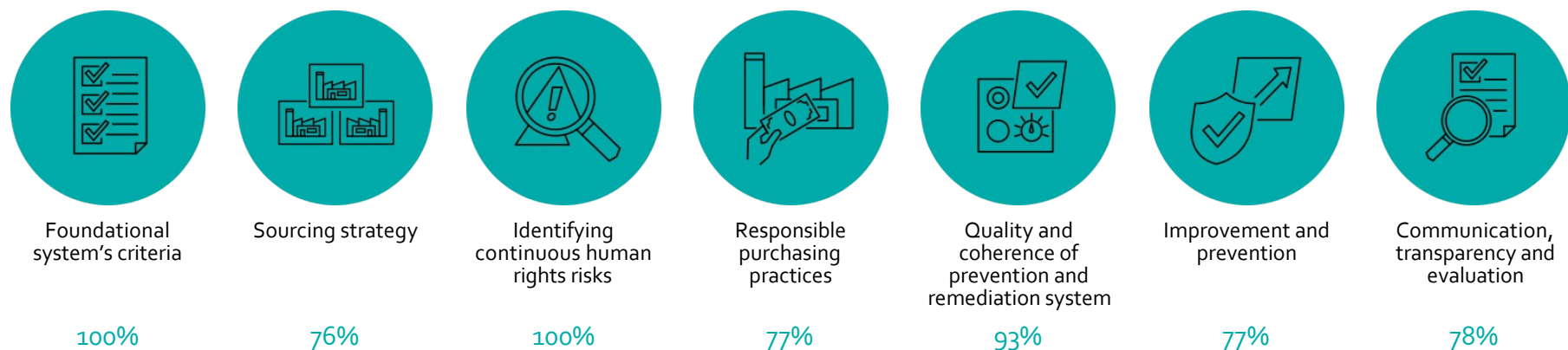
Scoring overview

Total score: 164

Possible score: 198

Benchmarking Score: 83

Performance Benchmarking Category: Leader



Summary:

Vaude has shown advanced results on performance indicators and has made exceptional progress. With a total benchmarking score of 83, the member is placed in the Leader category.

2024 was again a difficult year for Vaude. Consumers were more hesitant because of growing inflation and general global uncertainties. In addition, several retailers selling Vaude products went bankrupt, decreasing the number of outlets for the company.

Despite these economic challenges, Vaude continued to improve and implement its human rights due diligence (HRDD) process. In 2024, the company developed a more systematic approach to its purchasing practices linked to its responsible business conduct policy.

Vaude continues to produce in Myanmar, although continuous monitoring of the situation led to the decision to stop production at two production locations. With the owner of the remaining production location, Vaude started discussing the possibility of reducing order volume and moving to production locations in other countries, but there is no concrete exit strategy yet. To show continuous support to this location, Vaude started to contribute to a living wage in 2024.

Vaude has developed a Gender Roadmap in 2024. This roadmap outlines a step-by-step plan structured by level of influence and priority to systematically address gender issues throughout its supply chain. As Vaude actively works with actions in the Member Hub, it also translates the gender lens to these specific actions.

Vaude also expanded its work on living wages through the development of its 'Vaude-share' methodology, which allows for specific living wage contributions per product. This methodology combines an analysis of the wage gap in a specific factory with the labour cost component to determine the share Vaude has to pay to contribute to living wages for the company's part of production. The payout started in May 2024 and is continuously monitored. Unfortunately, due to the financial situation of the company, extension of the programme to other production locations is on hold.

A general recommendation to Vaude is to more actively include worker and stakeholder input as part of its regular procedures, to increase the impact of its work.

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.

Company Profile VAUDE Sport GmbH & Co. KG

Member company information

Member since: 1 Jan 2010

Product types: Garments, clothing, fashion apparel, Outdoor products, Sports & activewear, Bags, Accessories, Outdoorwear, Footwear and Luggage & other travel accessories

Percentage of turnover of external brands resold 0%

Member of other MSI's/Organisations Partnership for Sustainable Textiles, Grüner Knopf, GOTS, Retraced, EOG and International Accord - Bangladesh

Number of grievances received last financial year 11

Basic requirements

Definitive production location data has been submitted for the financial year under review? Yes

Projected production location data have been submitted for the current financial year? Yes

Membership fee has been paid? Yes

Production countries, including number of production locations and total production volume.

Production Country	Number of production locations	Percentage of production volume
Viet Nam	17	55.49%
Myanmar	4	16.09%
Germany	3	8.85%
Bangladesh	1	6.71%
China	8	5.2%
Cambodia	2	5.05%
Portugal	2	1.34%
Lithuania	1	0.79%
Ukraine	1	0.31%
Taiwan	1	0.15%
Austria	1	0.03%

Layer 1 Foundational system's criteria

Possible Points: 8

Earned Points: 8

1.1 Member company has a publicly shared Human Rights Due Diligence policy that has been adopted by top management.: [Yes](#)

Comment: [Vaude has updated its policy and has a solid Human Rights Due Diligence policy in place.](#)

1.2 All member company staff are made aware of Fair Wear's membership requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: [Yes](#)

1.3 All staff who have direct contact with suppliers are trained to support the implementation of Fair Wear requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: [Yes](#)

1.4 A specific staff person(s) is designated to follow up on problems identified by the monitoring system, including grievance handling. The staff person(s) must have the necessary competence, knowledge, experience, and resources.: [Yes](#)

1.5 Member company has a system in place to identify all production locations, including a policy for unauthorised subcontracting.: [Yes](#)

1.6 Member company discloses internally through Fair Wear's information management system, in line with Fair Wear's Transparency Policy.: [Yes](#)

Comment: [Vaude discloses 100% of production locations internally through Fair Wear's information management system.](#)

1.7 Member company discloses externally on Fair Wear's transparency portal, in line with Fair Wear's Transparency Policy.: Yes

Comment: Vaude discloses 100% of production locations externally on Fair Wear's transparency portal.

1.8 Member complies with the basic requirements of Fair Wear's communication policy.: Yes

Layer 2 Human rights due diligence, including sourcing strategy and responsible purchasing practices.

Possible Points: 90

Earned Points: 76

Indicators on Sourcing strategy

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.1 Member company’s sourcing strategy is focused on increasing influence to meaningfully and effectively improve working conditions.	Advanced	Fair Wear expects members to adjust their sourcing strategy to increase their influence over working conditions. Members should aim to keep the number of production locations at a level that allows for the effective implementation of responsible business practices.	Strategy document; consolidation plans, examples of implementation.	6	6	0

Comment: Vaude has a sourcing strategy that addresses influencing labour conditions, as the decision where to source depends on the country and factory risk assessments. Vaude's sourcing strategy explicitly focuses on increasing influence through consolidation and active cooperation with other clients. This is shown in the figures because in the past financial year, Vaude had 40 active suppliers, compared to 46 in 2023. 75% of the production volume came from suppliers where the member had at least 10% leverage.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.2 Member company's sourcing strategy is focused on building long-term relationships.	Intermediate	Stable business relationships underpin the implementation of the Code of Labour Practices and give factories a reason to invest in improving working conditions.	Strategy documents; % of FOB from suppliers where a business relationship has existed for more than five years; Examples of contracts outlining a commitment to long-term relationship; Evidence of shared forecasting.	4	6	0

Comment: Vaude's sourcing strategy focuses on maintaining long-term relationships, which it communicates to its suppliers in its Supplier Guidebook. 84% of the member's total FOB volume comes from suppliers with whom Vaude has had a business relationship for at least five years. Vaude starts making sourcing decisions and committing to producing in a specific production location two years before production. In the past financial year, the forecasts were lower than in previous years due to market developments, but Vaude continued to adhere to its sourcing principles and communicated transparently with suppliers throughout the process.

Although Vaude recognises the added value of long-term relationships in its sourcing strategy, it is not yet explicitly mentioned in its agreements with suppliers

Recommendation: Fair Wear recommends Vaude to more explicitly commit to long-term contracts.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.3 Member company conducts a risk scoping exercise as part of its sourcing strategy.	Intermediate	Human rights due diligence, according to the OECD guidelines, requires companies to undertake a scoping exercise to identify and mitigate potential human rights risks in supply chains of potential business partners.	HRDD policy; Sourcing strategy linked to results of scoping exercise; HRDD processes, including specific responsibilities of different departments; Use of country studies; Analysis of business and sourcing model risks; Use of licensees and/or design collaborations.	4	6	-2

Comment: Vaude developed a risk analysis matrix in line with the OECD requirements. The matrix includes all sector risks and plots them for each country against the scale, scope, irremediability and mitigation already in place. In addition, Vaude has done a scoping of the business model risks as well as product-specific risks. Vaude uses this matrix to create a prioritisation of risks in its supply chain, using a traffic light system to indicate low, medium and high risks. Based on the risk assessment, it has adjusted its sourcing strategy, reducing production in Myanmar and China and started to prepare for production in Bangladesh, for example, by signing the International Accord.

To date, Vaude's sourcing strategy does not mention a preference for countries where workers can freely form or join a trade union and/or bargain collectively. It recognises that in most production countries, there are political restrictions on freedom of association and collective bargaining. Instead of influencing the political circumstances, Vaude works on directly improving conditions at the production sites. This includes, for example, measures to improve social dialogue, provide grievance mechanisms, and actively contribute to living wages.

Vaude continues production in Myanmar through one supplier with whom it has worked since 1994. In 2003, this supplier asked Vaude to relocate a small part of its production to Myanmar, and the company has been producing there ever since. Following Fair Wear's policy and expectations in Myanmar, Vaude is working with this supplier to relocate production to locations in other countries owned by the same supplier. Once the locations are built, Vaude can start slowly disengaging from Myanmar. In 2024, Vaude decided to stop production at two production locations in Myanmar.

Recommendation: Fair Wear strongly recommends Vaude to privilege countries where workers can freely form or join a trade union and/or bargain collectively and make this explicit in its sourcing strategy.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.4 Member company engages in dialogue with factory management about Fair Wear membership requirements before finalising the first purchase order.	Advanced	Sourcing dialogues aim to increase transparency between the member and the potential supplier, which can benefit improvements efforts going forward.	Process outline to select new factories; Material used in sourcing dialogue; Documents for sharing commitment towards social compliance; Meeting reports; On-site visits; Reviews of suppliers' policies.	4	4	0

Comment: It is the standard process for Vaude to inform new suppliers about Fair Wear membership by sharing the Guidebook and Code of Labour Practices. This process has been followed for the one supplier added last year. Additionally, it is standard practice in the onboarding process to visit the supplier and have a dialogue about CSR/human rights and how the supplier and Vaude can cooperate on this topic. The attitude of the supplier management towards CSR and the willingness to change are important decisive factors. Vaude has an onboarding presentation as a tool to present to new suppliers during an online onboarding session.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.5 Member company collects the necessary human rights information to inform sourcing decisions before finalising the first purchase order.	Intermediate	Human rights due diligence processes are necessary to identify and mitigate potential human rights risks in supply chains. Specific risks per factory need to be considered as part of the decision to start cooperation and/or place purchasing orders.	Questionnaire with CoLP, reviewing and collecting existing external information, evidence of investigating operational-level grievance system, union and independent worker committee presence, collective bargaining agreements, engaging in conversations with other customers and other stakeholders, including workers.	4	6	0

Comment: In the last financial year, Vaude started production at a new location, connected to an existing supplier. Vaude collects human rights information of potential new suppliers by collecting self-assessments and existing audit reports. Once all information is considered sufficient to build a relationship, Vaude visits the production location to check the factory set-up, as well as collect information on wages and working hours. The onboarding process includes information collection on grievance mechanisms, freedom of association and includes a dedicated form to collect information about the gender composition of the factor. The company does not collect information from workers or stakeholders to inform the sourcing decision.

Recommendation: Fair Wear encourages the member to collect worker and stakeholder input before placing the first order.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.6 Member actively ensures awareness of the Fair Wear CoLP, the grievance mechanism, and social dialogue mechanisms within the first year of starting business.	Intermediate	This indicator focuses on the preliminary mitigation of risks by actively raising awareness about the Fair Wear Code of Labour Practices and complaints helpline. Discussing Fair Wear's CoLP with management and workers is a key step towards ensuring sustainable improvements in working conditions and developing social dialogue at the supplier level.	Evidence of social dialogue awareness raised through earlier training/onboarding programmes, onboarding materials, information sessions on the factory grievance system and complaints helpline, use of Fair Wear factory guide, awareness-raising videos, and the CoLP.	4	6	0

Comment: Vaude started production at one new location in Vietnam in 2024. This location is linked to an existing supplier. Vaude has shared information about Fair Wear's CoLP and the complaints helpline within the first year of doing business, as it is part of the onboarding process. The Worker Information Sheet has been posted. This location is shared with other members and has had a WEP basic training in the past.

Vaude did not organise an introductory training for management on social dialogue.

Recommendation: Fair Wear recommends Vaude to organise an introductory training for management on social dialogue.

Indicators on Identifying continuous human rights risks

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.7 Member company has a system to continuously assess human rights risks in its production locations.	Advanced	Members are expected to regularly evaluate risk in a systematic manner. The system used to identify human rights risks determines the accuracy of the risks identified and, as such, the possibilities for mitigation and remediation.	Use of risk policies, country studies, audit reports, other sources used, how often information is updated.	6	6	0

Comment: Vaude has a systematic approach to identifying human rights risks in its supply chain. The factory risk assessment defines follow-up actions. The company still heavily relies on audits and full assessments, although it has also identified the need for training or regular on-site visits to address specific issues. In most countries, local Vaude staff regularly visit production locations to check on quality and process and collect supplier input. Sometimes, these visits also include worker interviews, either by the local staff or with the help of an interpreter. In Myanmar, Vaude monitors factory conditions through local auditors and by regular visits from Vaude staff.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.8 Member company's human rights due diligence process includes an assessment of freedom of association (FoA).	Advanced	Freedom of association and collective bargaining are 'enabling rights.' When these rights are respected, they pave the way for garment workers and their employers to address and implement the other standards in Fair Wear's Code of Labour Practices - often without brand intervention.	Use of supplier questionnaire to inform decision-making, collected country information, and analyses.	6	6	0

Comment: Vaude has mapped the risks to FoA in all its sourcing countries and can explain the main risks per country, including the risks to women workers, such as underrepresentation or missing non-discrimination policies. 80% of Vaude's production comes from Vietnam, Myanmar, and China, where FoA is heavily restricted. Vaude uses the information from its country risk scoping to understand what the risks at specific suppliers are and inform itself on how to engage with them on this topic. The member has supplier-level monitoring in place to assess and understand the specific risks to FoA at suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.9 Member company includes a gender analysis throughout its human rights risk identification, to foster a better understanding of gendered implications.	Advanced	Investing in gender equality creates a ripple effect of positive societal outcomes. Members must apply gender analyses to their supply chain to better address inequalities, violence, and harassment.	Evidence of use of the gender mapping tools and knowledge of country-specific fact sheets.	6	6	0

Comment: Vaude could show it understands the gender risks for its sourcing countries, and for instance, identified discrimination, unequal opportunities and violence and harassment as important risks prevalent in all its sourcing countries. Vaude's annual wage survey collects gender-specific data on general workforce composition, information about contracts, job categories and wages. The data has been analysed, and conclusions were incorporated into the action plans for countries, focusing on the gender pay gap in Bangladesh and non-discrimination policies in Vietnam.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.10 Member company considers a production location's human rights performance in its purchasing decisions.	Advanced	Systematic evaluation is part of continuous human rights monitoring. A systematic approach to evaluating production location performance is necessary to integrate social compliance into normal business processes and to support good decision-making.	Supplier evaluation format, meeting notes on supplier evaluation shared with the factory, processes outlining purchasing decisions, link to responsible exit strategy.	4	4	0

Comment: In the past financial year, Vaude developed a new, strong, and systematic evaluation system for assessing suppliers' performance, including progress related to human rights. Each department is given a specific survey to evaluate all suppliers on management, social, environment, cooperation and communication, quality, purchasing and logistics, production and innovation. For Vaude's Asian team, evaluation is done at the production location level, rather than the supplier level, as the local team closely interacts with the different production locations.

All results are analysed together and shared with the supplier during a strategic meeting. In addition to sharing information on the specific suppliers' performance, the performance is also benchmarked against the average score. Vaude does not set or discuss specific performance targets with its suppliers. Vaude could demonstrate that performance results influence sourcing decisions.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.11 Member company prevents and responds to unauthorised or unknown production and/or subcontracting.	Advanced	Subcontracting can decrease transparency in the supply chain and has been demonstrated to increase the risk of human rights violations. Therefore, when operating in higher-risk contexts where it is likely subcontracting occurs, the member company should increase due diligence measures to mitigate these risks.	Production location data provided to Fair Wear, financial records from the previous financial year, evidence of member systems and efforts to identify all production locations (e.g., interviews with factory managers, factory audit data, web shop and catalogue products, etc.), licensee contracts and agreements with design collaborators.	4	4	0

Comment: Vaude uses the outcomes of its human rights monitoring (onsite assessments and staff visits) to identify and respond to unauthorised subcontracting. The database does not show any evidence of missing first-tier locations.

In 2024, Vaude discovered unauthorised subcontracting at one of its production locations in Myanmar because the production location approached Vaude directly. This production location was audited, and Vaude has been in close contact with the location to address the findings.

Vaude has processes in place to identify unauthorised subcontractors by closely monitoring quality. The company indicated that this is the biggest indication that something is wrong. To prevent unauthorised subcontracting and unnecessary costs related to improving quality, Vaude has quality teams in line with the production locations. Also, visits from local staff to production locations are planned so that the last pieces are still in the line, so it is possible to check that production actually happens where it should take place.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.12 Member company extends its due diligence approach to homeworkers.	Advanced	Homeworkers should be viewed as an intrinsic part of the workforce, entitled to receive equal treatment and have equal access to the same labour rights, and therefore should be formalised to achieve good employment terms and conditions.	Supplier policies, evidence of supplier and/or intermediaries' terms of employment, wage-slips from homeworkers.	4	4	0

Comment: Vaude asks factories explicitly about homeworkers at the start of the business relationship. None of the factories indicated they use homeworkers. During factory visits, Vaude staff checks that all production happens onsite.

Indicators on Responsible purchasing practices

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.13 Member company's written contracts with suppliers support the implementation of Fair Wear's Code of Labour Practices and human rights due diligence, emphasising fair payment terms.	Intermediate	Written, binding agreements between brands and suppliers, which support the Fair Wears CoLP and human rights due diligence, are crucial to ensuring fairness in implementing decent work across the supply chain.	Suppliers' codes of conduct, contracts, agreements, purchasing terms and conditions, or supplier manuals.	2	4	0

Comment: Vaude signs a framework agreement with its manufacturers, which forms the basis of all orders. Although the framework agreement is accompanied by the Vaude Guidebook and Code of Labour Practices, it does not support the implementation of human rights due diligence.

Agreements on individual orders are made separately in a term sheet, which also states the payment terms. The shared terms sheets stated payment 30 days after the goods leave the factory.

Vaude is currently reviewing the framework agreement and looking at the principles set out in the Common Framework of Responsible Purchasing Practices (CFRPP). The company also looked into the Supplier Model Contract Clauses and will update its contract documents based on them.

Recommendation: Vaude is advised to finalise its review its contracts with suppliers against the principles mentioned in the Common Framework of Responsible Purchasing Practices (CFRPP).

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.14 Member company has formally integrated responsible business practices and possible impacts on human rights violations in its decision-making processes.	Intermediate	Corporate Social Responsibility (CSR), purchasing, and other staff that interact with suppliers must be able to share information to establish a coherent and effective strategy for improvements. This indicator examines how this policy and Fair Wear membership requirements are embedded within the member company.	Internal information systems, status Corrective Action Plans, sourcing score- cards, KPIs listed for different departments that support CSR efforts, reports from meetings from purchasing and/or CSR staff, and a systematic manner of storing information.	4	6	0

Comment: There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices. The main instrument is the CSR roadmap, which outlines priorities and is discussed with top management every three months. The member has not yet included KPIs supporting good sourcing and pricing strategies for sourcing and purchasing staff.

Recommendation: Vaude could adopt KPIs that support good sourcing and pricing strategies within its sourcing, purchasing and design departments.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.15 Member company's purchasing practices support reasonable working hours.	Advanced	Members' purchasing practices can significantly impact the levels of excessive overtime at factories.	Proof that planning systems have been shared with production locations, examples of production capacity knowledge that is integrated into planning, timely approval of samples, and proof that management oversight is in place to prevent late production changes.	6	6	0

Comment: Already in the design phase of the product, a meeting takes place about which factory can produce the product. By involving the product development department in this process, the chances of late design changes occurring are decreased. Vaude requests the capacity of the suppliers in the evaluation process of the supplier. This information then feeds into the strategy for new products. Approximately nine months before delivery, Vaude and the supplier agree on order quantities per style and the estimated delivery date. The forecast is agreed upon with suppliers according to capacity. Vaude double-checks its suppliers' capacity in pieces per season. Vaude wants to know precisely how many of the to-be-ordered styles the suppliers can do per season and per month. The manufacturers indicate whether the proposed shipment dates are feasible, including the time needed for the fabric to arrive. If not, a new date is agreed upon.

As Vaude works with two seasons and has many never-out-of-stock (NOS) styles, it makes use of the low season for its production as much as possible. Where possible, Vaude gives manufacturers long lead times (one year). This way, the manufacturer can decide when to work on the products and fill up gaps throughout the year. When deliveries are late, Vaude uses air freight so that there is no additional pressure on workers. Vaude fully covers the costs of this airfreight.

One onsite assessment in China indicated that Vaude's production planning contributes to excessive overtime. Vaude discussed this issue with the production location, and although the leverage, and thus the impact, of the member is small, Vaude did agree to closely look at orders for the Summer 2026 season. Vaude will work with the factory to make sure orders will not contribute excessive overtime, by giving enough lead time, having local staff work with the production location to ensure the production is running smoothly, ensuring materials are ordered on time and by checking material quality once it is delivered. Vaude Quality Control (QC) will check in line during production to make sure there is not much rework due to bad quality, and spend more time on quality checks before the goods are shipped. This way, the member adjusted its practices to avoid excessive overtime.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.16 Member company can demonstrate the link between its buying prices and wage levels at production locations.	Intermediate	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, cost sheets including labour minutes.	4	6	0

Comment: Vaude collects information about wage levels at all its suppliers using audits and wage surveys. The brand compares the prevailing wage levels with living wage estimates when available, but struggles with the lack of credible living wage estimates in some of its production countries.

Vaude has worked on an internal living wage strategy that the brand will implement in the coming years. A key element of this strategy has been gaining insight into labour costs. In the past year, the company gained insights into the labour costs associated with different product styles. Vaude is including the requirement of open costing in its Supplier Guidebook.

In 2024, Vaude worked intensively with three suppliers on open costing and labour minutes per style to develop the Vaude Share methodology. This process includes a plausibility check of our buying prices. Vaude does not yet know exactly whether all the prices it pays are sufficient to cover the legal minimum wage.

Recommendation: Vaude could provide suppliers who do not work with fact-based costing, training on product costing and how to quote prices including (direct and indirect) labour costs. Fair Price product owners are available to conduct such training in all Fair Wear production countries.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.17 All sourcing intermediaries play an active role in upholding HRDD and Fair Wear's Code of Labour Practices and ensure transparency about where production takes place.	Advanced	Intermediaries have the potential to either support or disrupt CoLP implementation. It is members' responsibility to ensure production relation intermediaries actively support the implementation of the CoLP.	Correspondence with intermediaries, trainings for intermediaries, communication on Fair Wear audit findings, etc.	4	4	0

Comment: For a part of its production, Vaude works with vendors with headquarters in Taiwan, Korea or China, while production locations are elsewhere in Asia. Vaude mainly communicates with these headquarters and expects them to inform the production locations. All information regarding the Code of Labour Practices is shared with the headquarters and directly with production locations. Vaude expects headquarters to also be involved in audit follow-up. Vaude's local experts regularly visit all production locations to support the implementation of the CoLP.

Recommendation: Vaude is recommended to check if the intermediary's purchasing practices are fair and if the intermediary has adequate systems to ensure payments are made on time.

Layer 3 Prevention, mitigation and remediation

Possible Points: 90

Earned Points: 74

Indicators on the quality and coherence of a members' prevention and remediation system

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.1 Member company integrates outcomes of human rights risk identification (layer 2) into risk prioritisation and creates subsequent action plans.	Advanced	Based on the risk assessment outcomes, a factory risk profile can be determined with accompanying intervention strategies, including improvement and prevention programmes.	Overview of supplier base with accompanying risk profile and follow-up programmes.	6	6	0

Comment: Vaude has identified prevention and mitigation measures per country, which influence actions per factory. Currently, the company manages its factory risk prioritisation and general risk identification separately, and has not created an explicit connection between the two. Vaude could show, however, that they have translated the risk identification into factory risk assessments and drafted follow-up action plans for all factories.

Each quarter, Vaude hands in a Myanmar progress report per factory, covering the following focus areas: FoA and access to remedy, grievance mechanisms, forced labour, economic linkages to the military, security risks, addressing salient risks (OT, wages, unfair dismissal), credible information and reporting. The action plans have been detailed. In 2024, Vaude's focus for Myanmar was on raising wages beyond minimum compliance, by ensuring a minimum wage of 10000 kyat per day for all workers.

Recommendation: Fair Wear recommends Vaude to ensure the link between its general risk scoping and the specific factory assessments.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Advanced	The prevention and improvement programmes should ensure equitable outcomes. Thus, a gender lens should be incorporated in all programmes regardless of whether or not the programme is specifically about gender.	Proof of incorporation of the gender lens in follow up programmes, including stakeholder input.	6	6	0

Comment: Vaude started collecting gender-disaggregated data per factory and has identified gender-specific actions related to training, FoA, wages, and childcare in most of its factory action plans. Based on the evaluation of gender-related findings across its production locations, Vaude developed specific actions as part of its Gender Roadmap in 2024. This roadmap outlines a step-by-step plan structured by level of influence and priority to systematically address gender issues throughout the supply chain.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.3 Member company's action plans include steps to encourage freedom of association and effective social dialogue.	Intermediate	Freedom of Association and Collective Bargaining are enabling rights. Therefore, ensuring they are prioritised in improvement and prevention programmes can help support improvements in all other areas.	Available prevention and improvement programmes, including stakeholder input.	4	6	0

Comment: Vaude included comprehensive steps to encourage FoA and effective social dialogue in some of its follow-up actions. These steps involve collecting more information regarding FoA in production locations and investigating possibilities to support social dialogue. For some factories, Vaude started to implement preventive action, such as training on effective internal dialogue and helping to improve their internal grievance mechanism.

Recommendation: Vaude is strongly encouraged to ensure worker representatives are involved in the steps that the member takes to promote freedom of association and effective social dialogue.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.4 Member company actively supports a factory-level grievance mechanism.	Advanced	Fair Wear's complaints helpline is a safety net in case local grievance mechanisms do not provide access to remedy. Members are expected to actively support and monitor the effectiveness of operational-level grievance mechanisms as part of regular contact with their suppliers.	Communication with suppliers, responses to grievances, minutes of internal worker committees, evidence of democratically elected worker representation, evidence of handled grievance, review of factory policies, and proof of effective social dialogue.	6	6	0

Comment: Vaude actively supports and monitors the effectiveness of internal grievance mechanisms. The company collected information on internal grievance mechanisms and their effectiveness. Vaude identified that only one supplier had an effective internal grievance mechanism. For all other factories, Vaude defined follow-up actions related to worker and management training. These include training sessions for both workers and management to strengthen awareness, trust, and the proper use of internal grievance channels. Vaude is also working to gradually close the existing gaps and include all remaining factories in its monitoring and improvement efforts.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.5 Member company collaborates with other Fair Wear members or customers of the production location.	Advanced	Cooperation between Fair Wear members increases leverage and the chances of successful outcomes. Cooperation also reduces the chances of a factory needing to conduct multiple improvement programmes about the same issue with multiple customers.	Communication between different companies.	6	6	0

Comment: Vaude cooperates with other customers (Fair Wear members and others) at its shared suppliers, responding to CAPs and complaints. It also cooperates in organising training at production locations. In 2024, it reached out to a large sports brand to address findings related to legal wage requirements. With the support of this brand, it was possible to address the findings.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	73%	Fair Wear expects members to show progress towards the implementation of improvement programmes. Members are expected to be actively involved in the examination and remediation of any factory-specific problem.	Progress reports on improvement programmes.	6	6	-2

Comment: Vaude uses the Fair Wear Member Hub to manage its production location actions, sharing information among the Vaude colleagues, as well as with other members and production locations. Based on the information shared in the Member Hub, two-thirds of all actions linked to onsite assessments have been addressed. To address CAP findings, Vaude first collects documentation and factory feedback and then schedules a factory visit to follow up on individual findings.

Vaude has put sufficient effort into improving the lives of workers at its production location in Myanmar. The member continues to monitor the situation with the support of a local audit company. Also, Vaude staff visits the production location regularly to check the situation and discuss improvements. The member actively monitors overtime, and Vaude has worked with its production location to increase wages.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.7 Degree of progress towards implementation of prevention programme.	Intermediate progress	Fair Wear expects members to show progress towards the implementation of prevention programmes. With this indicator, Fair Wear assesses the degree of progress based on the percentage of actions addressed within the set timeframe.	Update on prevention programmes.	4	6	-2

Comment: Vaude provides an overview outlining the root causes of all issues and concludes that the main root causes are underperforming factory management or a lack of knowledge on specific topics. In the past financial year, Vaude has focused specifically on improving internal dialogue and internal grievance mechanisms. Especially in Myanmar, which is under heightened due diligence due to the current situation in the country, Vaude has taken specific steps to support the internal grievance mechanism in its production location.

In 2024, Vaude conducted one validation assessment, during which four of the findings it had worked on were proven to be resolved.

Recommendation: Fair Wear recommends Vaude to identify root causes of CAP issues together with its suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.8 Member company validates risk profile and maintains regular dialogue with factories where no action plan is needed.	Basic	When no improvement or prevention programme is needed, Fair Wear expect its member companies to actively monitor the risk profile and continue to mitigate risks and prevent human rights abuses.	Use of Fair Wear workers awareness digital tool to promote access to remedy. Evidence of data collected, worker interviews, monitoring documentation tracking status quo.	2	6	0

Comment: Vaude has some suppliers in Europe where improvement or prevention programmes are not needed. These cover 12% of the member's total FOB and include Vaude's own production in Tett nang. Vaude audited the factories to establish the risk profile, but there were hardly any findings, and the ones that did come up were remediated quickly. Vaude is in regular contact to discuss developments regarding human rights. It has not included worker representatives or local unions in these discussions.

Recommendation: Vaude is recommended to ensure worker representation/local unions (when appropriate) are included in discussions with factory management on possible human rights risks.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Intermediate	Member companies should identify excessive overtime caused by the internal processes and take preventive measures. In addition, members should assess ways to reduce the risk of external delays.	This indicator rewards self-identification of efforts to prevent excessive overtime. Therefore, member companies may present a wide range of evidence of production delays and how the risk of excessive overtime was addressed, such as: reports, correspondence with factories, collaboration with other customers of the factory, use of Fair Wear tools, etc.	4	6	0

Comment: Although Vaude's planning system supports reasonable working hours, excessive overtime still occurs at Vaude's suppliers. In 2024, two Fair Wear assessments and two complaints indicated problems regarding excessive overtime in Vaude's production locations.

When excessive overtime is found, this is discussed with the supplier, and Vaude explains that the brand does not want its products to be made using excessive overtime. Vaude's local representatives in China and Vietnam are involved in finding the root causes of excessive overtime in the suppliers. Possible root causes in China are, according to Vaude's local colleague, the internal planning of the factory, short lead times, late information about the design, and delays in fabric supply. Vaude works on these root causes through its general planning system and finding factory-specific solutions (see 2.15). The member finds that not all customers are interested in working on this, which can lead to excessive overtime still occurring. Vaude's local staff is used to getting insight into the capacity of the factories, and when they see a supplier is overbooked, they indicate this to Vaude Headquarters so the purchasing department can take this into account. The purchasing/planning department is informed of findings of excessive overtime, but is not involved in remediation.

Vaude could not yet show that its efforts resulted in reduced excessive overtime.

Recommendation: With its suppliers where excessive overtime occurs, Fair Wear recommends Vaude to verify whether production is planned with overtime. If production is planned with overtime, the purchasing and planning department should together ensure that its products can be produced during regular working hours.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.10 Member company adequately responds if production locations fail to pay legal wage requirements and/or fail to provide wage data to verify that legal wage requirements are paid.	Advanced	Fair Wear members are expected to actively verify that all workers receive legal minimum wage. If a supplier does not meet the legal wage requirements or is unable to show they do, Fair Wear member companies are expected to hold the management at the production location accountable for respecting local labour law.	Complaint reports, CAPs, additional emails, Fair Wear Audit Reports or additional monitoring visits by a Fair Wear auditor, or other documents that show the legal wage issue is reported/resolved.	4	4	-2

Comment: In the previous financial year, two Fair Wear assessments included findings regarding non-payment of legally required wage elements. These findings have been addressed; Vaude has collected evidence, but it has not been validated yet.

Recommendation: Fair Wear recommends Vaude to plan validation assessments to check whether the findings have actually been resolved.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.11 Degree to which member company assesses and responds to root causes of wages 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.	Member companies may present a wide range of evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, wage data/wage ladders, gap analysis, correspondence with factories, etc.	6	6	0

Comment: Vaude clearly understands wage levels. It has made a detailed analysis by comparing wage levels per factory with the Global Living Wage Coalition's (GLWC) living wage estimates and the legal minimum wage. Vaude found that the regular wages of sewing operators at its factories in Vietnam are close to or above the GLWC estimates.

Vaude has a 'Living wage roadmap'. This extensive and systemic plan details the steps the brand needs to take to achieve this goal, following Fair Wear's living wage increase cycle. Vaude's top management agreed upon the plan, which was continued by Vaude in 2024.

Vaude started discussing with some of its suppliers why wages are below the living wage and focused on what the brand could do by creating a detailed living wage strategy. Vaude developed its Vaude-share methodology to start actively contributing to higher wages.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.12 Member company determines and finances wage increases.	Intermediate	Member companies should have strategies in place to contribute to and finance wage increases in their production locations.	Analysis of wage gap, strategy on paper, demonstrated roll out process.	4	6	0

Comment: Vaude developed its 'Vaude-share' methodology, which allows for specific living wage contributions per order for specific factories. This methodology combines an analysis of the wage gap in a specific factory with the labour cost component to determine the share Vaude has to pay to contribute to living wages for the company's part of production. The first payout was in 2024 at its production location in Myanmar. Due to the financial situation of the member, further roll-out of the programme is put on hold.

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
3.13 Percentage of production volume where the member company pays its share of the living wage estimate.	13%	Fair Wear requires its member companies to act to ensure a living wage is paid in their production locations to each worker.	Member company's own documentation such as reports, factory documentation, evidence of Collective Bargaining Agreement (CBA) payment, communication with factories, etc.	2	6	0

Comment: In 2024, Vaude paid its share of a living wage (10 000 kyat) to its production location in Myanmar. In addition, Vaude could show that the average wage in one production location in Cambodia meets the living wage estimate provided by the Global Living Wage coalition. These production locations are responsible for almost 13% of total FOB.

Recommendation: Vaude is encouraged to roll out its approach to other suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.14 Member addresses grievances received through Fair Wear’s helpline in accordance with the Fair Wear’s Access to Remedy Policy.	Advanced	Members are expected to actively support the operational-level grievance mechanisms as part of regular contact with their suppliers. The complaints procedure provides a framework for member brands, emphasising the responsibility towards workers within their supply chain.	Overview of supporting activities, overview of grievances received and addressed, etc.	4	4	-2

Comment: Vaude always takes immediate action when complaints come in. It shares information about complaints and remediation steps taken with Vaude staff and with other factories to prevent similar problems from occurring at different factories. Vaude uses the Fair Wear database to keep track of all incoming complaints, communication about follow-up, and feedback from the complaints handler, factory, and complainant.

In 2024, Vaude received 11 complaints, nine have been resolved, and two are still in progress. The company received two complaints from its production location in Myanmar, one regarding verbal harassment and one about work during lunch breaks. Vaude asked the factory management to organise training for the supervisors on communication, to ensure they treat workers with respect, while at the same time enabling them to keep the lines running. For the second case, it turned out to be difficult to prevent this from happening, so Vaude ensured that work during lunch is always voluntary and properly paid.

Five complaints concerned workers who experienced problems when resigning from their jobs. Either their resignations were not accepted, or their wages were not properly paid. The individual cases have been resolved, and Vaude is discussing this with the production locations to find out how it can be prevented.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.15 Degree to which member company implements training to address the risks identified.	Intermediate	Training programmes can play an important role in improving working conditions, especially for more complex issues, such as freedom of association or gender-based violence, where factory-level transformation is needed.	Links between the risk profile and training programme, documentation from discussions with management and workers on training needs, etc.	4	6	0

Comment: Vaude has some CAP findings where training is a recommended follow-up action. The member has enrolled some of its suppliers with findings on limited awareness about the Code of Labour Practices or Health and Safety measures in relevant training modules, either provided by Fair Wear, Vaude's local team or external organisations. Some of its Vietnamese production locations participated in a Train-the-Trainer programme organised by ILO Better Work, aimed at training in-factory trainers on sexual harassment prevention. This was a follow-up to the gender inequality awareness training conducted in 2023. For one production location in Bangladesh, Vaude rolled out the Violence and Harassment Prevention Programme to ensure a strong foundation for social compliance from the beginning.

Recommendation: Vaude is recommended to implement training for all factories where this follows from the systematic factory risk assessment.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.16 Degree to which member company follows up after a training programme.	Member company did not implement any training	Training is a crucial tool to support transformative processes but complementary activities such as remediation and changes at the brand level are needed to achieve lasting impact	Evidence of engagement with factory management regarding training outcomes, documentation on follow-up activities, and proof of integration into further monitoring and risk profiling efforts.	N/A	6	0

Comment: Vaude has not received training reports to follow up on (NA).

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.17 The member company's human rights due diligence system includes a responsible exit strategy.	Advanced	Withdrawing from a non-compliant supplier should only be the last resort when no more impact can be gained from other strategies. Fair Wear members must follow the steps as laid out in the responsible exit strategy.	Exit strategy policy, examples of supplier communications.	4	4	0

Comment: Vaude's human rights risk monitoring includes a responsible exit strategy, which is communicated to all suppliers through the Vaude Guidebook from the start of the business relationship. In 2024, Vaude updated its responsible exit policy by developing an 'out-phasing checklist'. This checklist includes topics related to proper communication, enabling suppliers to improve following their annual evaluation, and ensuring Vaude's exit does not negatively impact workers.

In 2023, Vaude decided to stop production at two of its locations in Myanmar. This decision will result in the closure of the production locations. The Taiwanese owner of the locations has shared a detailed plan with Vaude on how to support workers. Actual disengagement happened in 2024. During the disengagement process, Vaude local staff were onsite to monitor the process. Although the actual implementation of the plan could not be verified, Vaude indicated that, because none of the workers filed a complaint, the member expects that everything was handled according to plan.

With one other production location, Vaude has started communicating that it will leave if nothing changes. This has been a slow process since 2022.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.18 Member company's measures, business practices and/or improvement programmes go beyond the indicators or scope.	Basic	Fair Wear would like to reward and encourage members who go beyond the Fair Wear policy or scope requirements. For example, innovative projects that result in advanced remediation strategies, pilot participation, and/or going beyond tier 2.	Overview of Human Right risk monitoring, remediation and prevention activities and processes.	2	6	0

Comment: Vaude undertakes activities beyond the Fair Wear scope by ensuring all tier two locations sign the Code of Labour Practices and go through the Vaude onboarding process.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 18

Earned Points: 14

Indicators related to communication

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.1 Member company actively communicates about Fair Wear membership.	Advanced	Fair Wear membership includes the need for a brand to show its efforts, progress, and results. Fair Wear members have the tools and targeted content to showcase accountability and inform customers, consumers, and retailers. The more brands communicate about their sustainability work, the greater the overall impact of the work of the Fair Wear member community.	Member website, sales brochures, and other communication materials.	4	4	0

Comment: Communication about Fair Wear membership and leader status adheres to the Fair Wear communication policy. Fair Wear membership is communicated through the company's website, catalogues, social media, and company presentations. Vaude's dealers are actively informed about Fair Wear through a dealer newsletter and workbook.

Vaude is actively involved in the German Partnership for Sustainable Textiles (PST) and other stakeholder platforms where it regularly informs the public and its stakeholders about Fair Wear membership. The CEO of Vaude also frequently shares information about Fair Wear membership during panels and interviews.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.2 Member company sells external brands with a Human Rights Due Diligence system (if applicable).	No reselling of external brands	Some member companies resell other brands, which Fair Wear refers to as 'external production'. These members are expected to investigate the Human Rights Due Diligence system of these other brands, including production locations and the availability of monitoring information.	External production data in Fair Wear's information management system, collected information about other brands' human rights due diligence systems, and evidence of external brands being part of other multi-stakeholder initiatives that verify their responsible business conduct.	N/A	4	0

Comment: Vaude does not sell external brands.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.3 Human rights due diligence reporting is submitted to Fair Wear and is published on the member company's website.	Advanced	The social report is an important tool for member companies to share their efforts with stakeholders transparently. The social report explicitly refers to the workplan and the yearly progress related to the brands goals identified in the workplan.	Social report.	4	4	0

Comment: Vaude has submitted its social report. The company always publishes its social report as part of its integrated financial report on 1 August.

Recommendation: Human rights due diligence reporting is an important tool for member companies to share their efforts with stakeholders transparently. Therefore, Fair Wear strongly recommends that Vaude publish the social report sooner.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.4 Member company engages in advanced reporting activities.	Intermediate	Good reporting by members helps ensure the transparency of Fair Wear's work and helps share best practices within the industry. This indicator reviews transparency efforts reported beyond (or included in) the social report.	Brand Performance Check, audit reports, information about innovative projects, specific factory compliance data, disclosed production locations (list tier 2 and beyond), disclosure of production locations, alignment with the Transparency Pledge.	2	4	0

Comment: Vaude published its social report on its website last year. The report includes some factory-level data and remediation results.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.5 Member company has a system to track implementation and validate results.	Intermediate	Progress must be checked against goals. Members are expected to have a system in place to track implementation and validate the progress made.	Documentation of top management involvement in systematic annual evaluation includes meeting minutes, verbal reporting, PowerPoint presentations, etc. Evidence of worker/supplier feedback.	4	6	0

Comment: Vaude has a system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations, this is called the CSR roadmap. The internal evaluation system involves top management, as the updates regarding the CSR roadmap are discussed with top management every three months. In its evaluation system, the member does not yet include triangulated information from external sources.

Recommendation: The member is advised to include feedback from workers and suppliers in its evaluation system.

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

Comment: In the previous performance check, no requirements were included.

5 Appreciation chapter

5.1 Member company publicly responded to problems/allegations raised by consumers, the media, or NGOs.: Not applicable

5.2 Member company actively participated in lobby and advocacy efforts to facilitate an enabling environment in production clusters.: Not applicable

5.3 Member company actively contributed to industry outreach, visibility, and learning in its main selling markets.: Not applicable

Recommendations to Fair Wear

Communication with Fair Wear and the speed of response. Vaude often do not get a response on time. The brand feels it has a lot of requirements that are very strict, but Fair Wear is not strict when it is the other way around.

Vaude would like to get insight into what Fair Wear is working on with whom in 2026 and 2027. This will help to align priorities.

The Member Day was very good. Nice to have an exchange with the country staff. Good to have more of these exchanges.

Brand Performance Check details

Date of Brand Performance Check: 03-07-2025

Conducted by: Anne van Lakerveld

Interviews with: Jan Lorch, CSO

Susanne Medesi, Head of Vendor Management

Anika Mauz, Vendor Management

Pascal Erath, Vendor Management

Hucky Hu, Vendor Management

Mary Minh: General Manager Vaude representative office Vietnam