

Brand Performance Check

Acne Studios

This report covers the evaluation period 01-09-2023 to 31-08-2024

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: 162
Possible score: 204
Benchmarking Score: 79
Performance Benchmarking Category: Leader



Foundational system's criteria	Sourcing strategy	Identifying continuous human rights risks	Responsible purchasing practices	Quality and coherence of prevention and remediation system	Improvement and prevention	Communication, transparency and evaluation
100%	82%	100%	77%	87%	65%	82%

Summary:

Acne Studios (hereafter Acne) has shown advanced results on performance indicators and has made exceptional progress. With a total benchmarking score of 79, the member is placed in Leader category.

Acne Studios demonstrated strong capabilities in human rights due diligence. The brand's sourcing strategy emphasises long-term relationships, with 74% of its FOB volume coming from suppliers with whom it has worked for over five years. The brand works with long-term contracts with a period of ten years, with a 5-year renewal period and a six-month termination period. Although the contract includes the Code of Labour Practices, the contract itself does not support the implementation of human rights due diligence because an unequal burden is placed on the suppliers by making them solely responsible for compliance with the Code of Labour Practices. Acne is currently in the process of updating its contracts to update this.

Acne has a solid Human Rights Due Diligence policy in place, supported by a systematic risk scoping process. Moreover, Acne creates factory risk assessments that include a gender lens and pay specific attention to freedom of association and living wages, two topics the brand has identified as high risks in its supply chain. Next to its systematic approach, the brand ensures it uses different tools that include input from workers, suppliers, and other stakeholders.

Acne has prioritised risks and created action plans per supplier, accounting for 94% of the total FOB, with detailed action plans per supplier accounting for 80% of the total FOB. Action plans are tailored to factory-specific risk profiles and include gender-sensitive approaches. Acne collaborates with other brands and stakeholders to address shared risks and has implemented training programs in Italy, Türkiye, Romania, Bulgaria and China. These trainings are followed up with feedback and integrated into the factory risk assesments. Acne also uses open costing and the FairPrice tool to support living wages, covering 75% of its FOB. Communication about the brand's Fair Wear membership is proactive, with information shared through the brand's website and sustainability reports and included in its Digital Product Passports.

In 2023, Fair Wear implemented a new performance check methodology aligned with the OECD guidelines on HRDD. This new methodology raises the bar and includes some new indicators, which may result in a lower score for member brands. Because of this transition, Fair Wear temporarily lowered the scoring threshold.

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 Acne Studios

Member company information

Member since: 1 Jan 2008
Product types: Garments, clothing, fashion apparel
Percentage of turnover of external brands resold 0%
Member of other MSI's/Organisations Textile Exchange
Number of complaints received last financial year 0

Basic requirements

Definitive production location data has been submitted for the financial year under review? Yes
Work Plan and projected production location data have been submitted for the current financial year? No
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
Italy	134	46.87%
Portugal	53	20.78%
China	36	15.09%
Romania	9	5.62%
Türkiye	6	4.99%
Bulgaria	16	3.3%
Morocco	3	1.66%
Lithuania	14	0.87%
Tunisia	1	0.35%
Albania	1	0.33%
United Kingdom of Great Britain and Northern Ireland	1	0.09%
India	1	0.05%

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: Acne 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 complaints 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: Acne discloses 83% of production locations internally through Fair Wear's information management system. Acne received exemptions for factory disclosure. The process and reasons related to exemptions can be found in Fair Wear's Supplier Transparency Policy.

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

Comment: Acne discloses 83% of production locations externally on Fair Wear's transparency portal. Acne received exemptions for factory disclosure. The process and reasons related to exemptions can be found in Fair Wear's Supplier Transparency Policy. Fair Wear does not disclose Chinese factories on its website yet, and therefore is lenient when members do not disclose Chinese factories.

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: 78

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: Acne has a sourcing strategy addressing influencing labour conditions. The member has 275 active suppliers. 58% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. 56% of the production volume comes from suppliers where Acne buys less than 2% of its total FOB. This is explained by the brand's sourcing model, as Acne works on design products with (mostly) small ateliers specialised in a specific step of the production process. As such, most suppliers are only responsible for a small part of the brand's production. This is an improvement compared to the previous year.

Acne's sourcing strategy explicitly focuses on increasing influence through consolidation and active cooperation with other clients.

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: Acne has a sourcing strategy that focuses on maintaining long-term relationships. 74% of the member's total FOB volume comes from suppliers with whom Acne has a business relationship for at least five years. The member commits to long-term contracts with some of its suppliers. These usually range five years. However, these long-term contracts are not yet embedded in Acne's sourcing strategy. The brand is working on updating its contracts and implementing these more broadly across its supply chain, covering all suppliers with which the brand has significant or longer-term orders.

Recommendation: Acne is advised to embed long-term contracts in its sourcing strategy.

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.	Advanced	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.	6	6	-2

Comment: Acne conducts risk scoping and includes all risk factors. In its risk scoping, the member has assessed the impact and prevalence of the risks correctly.

The risk scoping includes a gender lens. The member particularly looks at the participation of women in worker representative roles, the gender wage gap, the ratio of men and women workers in higher-skilled roles and sexual harassment. Input from workers, suppliers and stakeholders is included in the risk scoping by using the following sources: the Fair Wear country profile which includes stakeholder validated information and an onsite assessment analysis, NGO reports on human rights risks and abuses, human rights and gender indexes, as well as information collected through monitoring visits, audit and training reports and the brand's digital questionnaire. The member adjusts its sourcing strategy based on the risk scoping, as outcomes of the scoping are included in decision-making regarding new sourcing countries.

Acne's onboarding policy privileges countries that support freedom of association and social dialogue. However, the brand is still active in and has onboarded new subcontractors in countries in which these rights are currently restricted. Acne has not onboarded any new main supplier in countries in which these rights are currently restricted.

Recommendation: Fair Wear strongly recommends Acne to implement a long-term strategy to increase its production in countries where workers can freely form or join a trade union and 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.	Intermediate	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.	2	4	0

Comment: It is the standard process for Acne to inform new suppliers about its HRDD policy and Fair Wear membership by sharing an onboarding package with information about Fair Wear and its requirements, the Code of Labour Practices, and what is expected of suppliers. This process has been followed for all 54 suppliers added last year. Acne differentiates between main suppliers and subcontractors, which are suppliers it does not have a direct relationship with. Acne shares the onboarding package with all its suppliers, both main suppliers and subcontractors. The brand started a dialogue with new main suppliers about human rights and how the supplier and Acne can cooperate on this topic. The brand does not have such dialogues with new subcontractors yet, as it communicates this as its main suppliers' responsibility. The brand does not yet track whether this is happening.

Recommendation: Acne is recommended to engage in dialogue with all suppliers or track whether its main suppliers are engaging in these conversations with its first-tier subcontractors.

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.	Advanced	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.	6	6	0

Comment: Acne collects human rights information of potential new suppliers and subcontractors when starting production. New suppliers are required to fill in the brand's online questionnaire, which requires them to commit to collaborating on HRDD with them and to consent to the brand sharing production location data, as well as collects factory level data on for example worker representation, internal grievance mechanisms and possible risk factors. All factories have to show proof of Fair Wear's Worker Information Sheet (WIS) with information on how to access Fair Wear's grievance mechanism being posted. For suppliers in high risk countries, the brand also requires suppliers to share an audit report. Based on the quality of the social audit report, the brand decides if it needs to commission a new audit. For suppliers in lower risk countries, the brand requires suppliers to fill in a health and safety checklist prior to production. The member has not adjusted its sourcing decisions based on this information in the past financial year, but has done so in the past. Moreover, Acne's sourcing strategy states that it privileges suppliers where workers are free to form a trade union or bargain collectively, however it does not yet privilege countries where workers are free to form a trade union or bargain collectively. Acne followed this process for the suppliers added in the last previous year.

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: In the previous financial year, Acne added 54 new suppliers. Acne has shared information about Fair Wear's CoLP and the grievance mechanism within the first year of doing business. The Worker Information Sheet has been posted for all new suppliers. Additionally, Acne has created onboarding sessions for workers and the management of its new suppliers. The member asks its main suppliers to organise these sessions, aimed at raising awareness about the Fair Wear CoLP and the grievance mechanism, for their subcontractors as well. Acne does not yet track whether these onboarding sessions are being carried out at all of its new subcontractors.

Recommendation: Acne is recommended to organise onboarding sessions specifically focusing on the CoLP and the grievance mechanism within the first year of doing business, or track whether its intermediaries are organising such onboarding sessions for its first-tier subcontractors.

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: Acne has a systematic approach to assessing human rights risks in its supply chain and has assessed the risks for each production location. The brand looks at the country risks, the supplier evaluation score, audit outcomes and answers to the online questionnaire to indicate factory risk factors which together make up the overall risk assessment per factory. Examples of risk factors are the presence of migrant or homeworkers, certain production processes that increase Health & Safety Risks or the presence of dormitories. Acne updates the factory risk assessments for all its factories at least once a year, but continuously monitors and updates it throughout the year as well.

Next to its systematic approach, the brand ensures it uses different tools that include input from workers, suppliers, and other stakeholders. These tools are Fair Wear's onsite assessments, external audit reports that include worker interviews, training reports, the brand's own online questionnaire and monitoring visits.

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: Acne has mapped the risks to Freedom of Association (FoA) in all its sourcing countries and can explain the main risks per country, including the risks to women workers. The risks identified are low awareness of workers' rights, unions and the worker representation committee and process, especially amongst migrant workers, as well as retaliation against union membership and the lack of a legal framework that allows workers to freely form or join a trade union of their choice. Acne uses this information to understand what the risks at its suppliers are and inform itself how to engage with its suppliers on this topic.

Acne can demonstrate advanced knowledge and understanding of FoA in all countries where it sources. Additionally, the member has supplier-level monitoring in place to assess and understand the risk at suppliers. Acne uses its self-assessment questionnaire, audits and full onsite assessments at all its suppliers, as well as in-depth discussions with its main suppliers to ensure supplier-level monitoring of the risk of violations to FoA. Acne knows which suppliers have trade unions and CBAs in place.

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: Acne has included gender in its human rights risk identification. The member could show it understands the basic gender risks for its sourcing countries, and for instance, identified gender-based violence and harassment, the gender wage gap and discrimination as important risks prevalent in Türkiye.
Additionally, Acne actively collects gender data per factory. The data it collects are the ratio of male and female workers, the ratio of male and female workers in management and worker representation positions, and whether factories have a policy on gender. This information is collected through the brand's online questionnaire and onsite assessment and audit reports. Acne has started to analyse the collected gender-disaggregated data at the factory and country levels. The main conclusions so far are that most factories do not have a policy on gender yet, that in Türkiye jobs that are predominantly done by male workers are higher earning than jobs predominantly done by female workers and that the ratio of women workers in worker representation committees in Italy is low. The member has not yet specifically looked into how its business practices affect gender at its suppliers.

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: Suppliers' human rights performance is evaluated systematically every year. Acne scores its main suppliers on multiple categories such as social, subcontractor management, environmental, quality consciousness, pricing and communication. In the process, underperforming subcontractors negatively affect the score of the main supplier and would be discussed in the follow-up plans of the main supplier. The brand weighs all categories evenly in a final supplier score, and the evaluation is systematically discussed by the managers of the different teams who are informed about the status of suppliers' human rights performance this way. The brand systematically integrates the outcome of this evaluation into its purchasing decisions. Acne does not share the outcome of the evaluation with its suppliers, but based on the outcome, underperforming suppliers are asked to improve and follow a correction action plan co-developed with Acne. As such, Acne has not yet shared the outcome of the evaluation with all its suppliers and their worker representatives.

Recommendation: Fair Wear recommends Acne to share and discuss the outcome of the supplier evaluation with all its suppliers and their worker representatives.

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: Acne uses the outcomes of its human rights monitoring to respond to unauthorised subcontracting. There is no evidence of missing first-tier locations in the database. The member takes measures to prevent unauthorised subcontracting by asking its suppliers about subcontractors used in its online questionnaire and visiting suppliers for quality control during production in Portugal, Italy and China. Moreover, Acne's subcontracting policy states that suppliers cannot subcontract orders without informing the brand. In addition, Acne ensures prior to production that suppliers have the skill set to produce the styles placed at these production locations. Once the brand has a production facility plan for a supplier, it includes this data in its internal planning system to effectively monitor where production is taking place. After production, it follows up with suppliers whether the production facility plan has been followed and updates its subcontractor list accordingly.

Moreover, Acne works on getting more transparency deeper in its supply chain by mapping all its second-tier suppliers, which it has already done for 80% and by tracing its denim products all the way back to tier 4 suppliers (farm level).

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: Acne has identified whether homework is prevalent in its sourcing countries. According to the member there is a very low risk of homeworkers being used for its products as it does not allow the use of homeworkers for its products in its contracts with suppliers, checks production capacity before placing orders and knows which suppliers use homeworkers and have extra conversations with these suppliers to verify homeworkers are not being used for production of Acne's products.

Recommendation: Acne is recommended to continue closely monitoring whether homeworkers are being used for its products at the factories where homeworkers are employed.

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.	Insufficient	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.	0	4	0

Comment: Acne uses contracts with its suppliers. The member has agreements in the form of contracts, purchase orders, and related manuals and guidelines, like the Shipping and Packing guidelines. The member's contracts stipulate the duration of the contract as well as liability and penalties. The contracts themselves do not stipulate payment terms or lead times, which are instead included in the brand's purchase orders, but they do outline that delivery dates will be communicated no later than four months in advance. Contracts are long-term for a period of ten years, with a 5-year renewal period and a six-month termination period. Although the contract includes the Code of Labour Practices, the contract itself does not support the implementation of human rights due diligence because an unequal burden is placed on the suppliers by making them solely responsible for compliance with the Code of Labour Practices. Moreover, the contract stipulates that in case of delivery delays or product defects, Acne has the right to charge the supplier a discount, without proof of fault being established. Acne is currently in the process of updating its contracts to update this.

Requirement: Acne should evaluate its contracts to ensure that it does not place an unequal burden on its suppliers or include terms that limit the possibility of implementing the Code of Conduct.

Recommendation: Fair Wear strongly recommends Acne to include the shared responsibility of CoLP implementation in its contracts, including fair payment terms. In its contracts with suppliers, Acne could ringfence labour costs to prevent negotiations from negatively affecting wages. Fair Wear strongly recommends that Acne remove penalties for late delivery from its contracts, or at least ensure there is 'proof of fault by the supplier'. Acne is advised to 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.	Advanced	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.	6	6	0

Comment: There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices. Sourcing and purchasing staff work with KPIs supporting good sourcing and pricing strategies. Examples of these KPIs are working with open costing with 100% of suppliers, having 100% traceability and placing 75% of its FOB at suppliers that pay a living wage. The member has not yet included responsible business practices in job role competencies.

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: The production planning process begins with a shared production calendar that is used across departments. This calendar outlines key deadlines that are relevant for all teams and is based on the lead times initially provided by suppliers, which are well known due to long-term partnerships. Acne is responsible for setting these deadlines. Planning is done by working backwards from the factory production deadline, taking into account holidays and other constraints. To understand the factory's production capacity and the capacity needed for orders, the team uses indications and estimations and shares critical paths with suppliers, including key milestones like fabric arrival. Suppliers become involved in planning once the product is well-defined, typically after the sampling phase. At that point, planning is done in collaboration with buyers.

Forecasting plays a key role in the process. Production capacity is booked based on early estimations, and suppliers provide feedback on whether the proposed timelines are feasible. This allows for adjustments. The brand changed its planning process in the past financial year to include 'goal seal deadlines' to determine from which point onwards the design of a product cannot be changed anymore. Designers are involved early in the process, and a dedicated team gathers information from them to create accurate product descriptions and tech packs. Moreover, Acne aims to ship large orders by sea and use the flexibility of that timeline to refine planning. If capacity reserved through forecasting goes unused, it is repurposed for repeat orders. When delays do occur, the brand asks its supplier to prioritise its order over other orders.

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: Acne has a strong understanding of the wage levels at its suppliers and connects this understanding to its own buying prices. Acne has a basic insight into the labour component of its prices and uses open costing models with all its main suppliers. Acne knows the number of actual sewing minutes needed for a style and started calculating the labour minute value at one of its suppliers. Moerover, it trained eight of its suppliers on the FairPrice tool which is Fair Wear's methodology for calculating the labour component of prices and the price adjustments needed to support the payment of a living wage through a brand's prices. Acne includes changes in legal minimum wage or inflation in its buying prices.

Recommendation: Acne is recommended to continue to use the open-costing methodology to calculate the labour costs necessary to produce its goods.

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: Acne has informed its sourcing intermediaries of Fair Wear requirements and could show they informed production locations. Next to that, the intermediaries actively support HRDD and the implementation of the CoLP. Acne works with two types of intermediaries; main suppliers and agents. Both are responsible for sharing the onboarding package with new suppliers, training factories on Fair wear requirements and following up on the corrective action plans. Intermediaries that are agents also join onsite assessments or audits. The member does not yet check if its intermediaries uphold the purchasing practices as mentioned in the Common Framework of Responsible Purchasing Practices (CFRPP), but is working on an online questionnaire for agents and subcontractors to monitor payment terms of its intermediaries in the future.

Layer 3 Prevention, mitigation and remediation

Possible Points: 92
Earned Points: 66

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: Acne has prioritised risks and created action plans per supplier, accounting for 94% of the total FOB, with detailed action plans per supplier accounting for 80% of the total FOB. These match the risk profile. The factories for which Acne has no action plan are all low-risk based on the information collected in the factory risk assessment and therefore deprioritised. Based on the risk identification as described in chapter two, Acne has linked factory risks to appropriate follow-up for factories covering 80% of FOB. Though the action plans detail the different approaches to prevent, mitigate and remediate the prioritised risks, they do not yet include a budget or timeline.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Intermediate	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.	4	6	0

Comment: Acne has included a gender lens in some of its improvement and prevention steps where gender risks where flagged in the factory risk assessment. The brand focused its efforts on factories in countries with the highest risks on gender, namely Türkiye, Tunisia, Morocco, and factories where it has high leverage, mostly in Italy.

Acne organised a training module consisting of three sessions on social sustainability which included a focus on gender sensitivity for the management of eleven of their Italian suppliers. The brand also developed onboarding training with a gender lens for the management, worker representatives and workers of ten of its Italian subcontractors where it had found low awareness of worker rights, especially amongst women workers. Acne checks that women are fairly represented in factory training programmes. Moreover, after an audit at one of their Turkish factories signaled that there were no female worker representatives, the brand collaborated with the factory to organise new elections to ensure women were represented in the worker committee. As further preventive steps, the brand has planned an onsite assessment in one of its factories in Tunisia to get more insight into gendered risks, as well as training with a focus on gender at some of its factories in Morocco, Türkiye and Tunisia in the upcoming financial year.

Recommendation: Acne is recommended to extend its comprehensive gender lens to all its action plans.

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: Acne included comprehensive steps to encourage FoA and effective social dialogue (SD) in some action plans. Acne prioritised these actions in its factories in countries it deemed higher risk in its risk scoping. The brand also added questions on FoA and effective social dialogue in its online questionnaire and conducted a root cause analysis for all risks and issues flagged there, connecting them to follow-up steps. These steps are collaborating with its factories on organising training sessions on social dialogue and grievance mechanisms, the role of worker representatives and awareness of workers' rights, including worker representatives in CAP follow-up and checking and promoting Collective Bargaining Agreements (CBAs) at its factories. The member has started to implement these steps. The member has also applied a gender lens and ensure its steps to promote FoA and effective social dialogue address the specific risks for female workers.

Recommendation: Fair Wear recommends Acne to include steps encouraging FoA and effective SD in all action plans.

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: Suppliers' factory-level grievance mechanisms are assessed at the start of the business relationship and are monitored systematically through Acne's online questionnaire and through onsite assessment and audit reports. Acne supports and monitors the mechanism and responds when the mechanism is ineffective. The brand collaborates with its factories to set up factory-level grievance mechanisms when no process exists yet and asks its suppliers to train their workforce on the factory-level grievance mechanism when low awareness of the process is found.

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: Acne cooperates with other Fair Wear members at its shared suppliers, responding to CAPs. The brand also meets regularly with all Swedish Fair Wear members to discuss roadblocks and best practices with the objective of shared learning. In addition, Acne cooperates with non-Fair Wear members in Italy; in particular, this group of brands shares information on the risks in the country and organises factory training for suppliers and workers.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	88%	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: During the performance check, the member could demonstrate with a sample that more than two third of the CAP issues requiring improvement actions have been followed up. These actions are linked to CAPs of full assessments conducted in the previous three financial years. Most resolved actions pertain to health and safety findings, findings related to low awareness about workers' rights and ensuring that workers receive the work contract in their native language, while actions on excessive overtime and legal wage requirements are still outstanding. The CAP issues that require improvement actions and are still open are issues that are more complex or structural, and therefore need more time to be remediated.

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: Acne has identified some root causes of the CAP issues and discussed these with its suppliers. Acne has done root cause analysis which includes a gender lens for all factory findings related to living wages, excessive overtime and social dialogue. The member has started to develop and implement some preventive steps addressing these root causes at the factories with findings related to these topics. Examples of the discussed root causes are late changes to product development, the lack of a wage comparison system, low worker awareness' of labour rights, low awareness of the role and benefits of worker committees and a legal framework that does not support or allow FoA. The member developed preventive steps like organising worker and management awareness training on labour rights and skill training on wage comparison management systems, changing its production development process to include hard deadlines for when a product can be changed, and discussing its planning and pricing process with factories to check for improvements it can make to its purchasing practices.

Recommendation: Fair Wear recommends Acne to translate its root cause analysis into concrete preventive actions as part of the risk profiles.

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.	Intermediate	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.	4	6	0

Comment: Acne has some suppliers where action plans are not needed located in Portugal and the United Kingdom. These cover 21% of the member's total FOB. Regardless of this, the brand still has an action plan in place for some of these factories, covering 15% of the member's total FOB. The member has a system to ensure possible human rights risks are regularly discussed with these suppliers. Acne regularly reviews changes to the risk situation in these countries. The member has yet to include worker representatives or local unions in discussions with factory management on possible human rights risks.

Recommendation: Acne is recommended to ensure worker representation or 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: In the previous year, two out of two Fair Wear onsite assessments mention excessive overtime. Acne analysed the root causes of these and all other excessive overtime findings from external audit reports. In total, it found sixteen factories with excessive overtime findings. Acne created action plans addressing the root causes for all sixteen factories. According to the member, late material deliveries, late changes in production development and COVID-19 are significant root causes for excessive overtime. The member has taken action to address the root causes, such as adding an earlier deadline for when design changes are allowed in the product development process, discussing its planning process with factories to see if it can better support the factory's planning process and working on digitalising attendance records to better track and monitor overtime. Furthermore, Acne promotes transparency about working hours by discussing the importance of this with its suppliers and training factory management on managing overtime.
Acne could not yet show that its efforts resulted in reduced excessive overtime at all suppliers, but has planned onsite assessments or training for all five suppliers where improvements are still needed.

Recommendation: Fair Wear advises Acne to discuss with its supplier which solutions included in the Fair Working Hours Guide are applicable.

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.	Intermediate	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.	2	4	-2

Comment: In the previous year, one out of two Fair Wear onsite assessments included findings regarding non-payment of legal minimum wage and legally required wage elements. The factory employs retired workers who are not covered by legal minimum wages which made the issue harder to discuss. Acne responded immediately to these findings by following up with the factory on these findings and discussing remediation steps, namely paying the workers their outstanding wages in hindsight and preventive steps, namely improving the factory's wage comparison system. The brand is monitoring this by regularly checking attendance records and wage slips. Acne could not show that all due wages were compensated already, but has a time-bound action plan in place with the factory to ensure this is done within a year.

The member has addressed this and promotes transparency about wages by organising training on wage comparison management systems and the importance of legal wage requirements for the factory's management.

Recommendation: Fair Wear strongly recommends Acne to always verify whether legal minimum wage issues have been resolved in case factory management claims so. Acne could hire a local consultant or plan a monitoring visit of one of Fair Wear's auditors to check remediation.

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.	75%	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.	6	6	0

Comment: Acne uses fact-based costing to ensure its prices support the payment of a living wage estimate at suppliers responsible for 75% of Acne's FOB.

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

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.	No complaints received	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.	N/A	4	-2

Comment: Acne received no complaints in the past financial year.

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: Acne has some CAP findings where training is a recommended follow-up action. In the past three financial years, the member has enrolled some of its suppliers with findings such as 'management has not communicated about Fair Wear CoLP to its workforce' and 'workers do not have awareness about the worker representatives', in the following training modules:

Thirteen training modules on Labour rights and Grievance Mechanisms at thirteen suppliers in Romania, Bulgaria and China, and two Factory Dialogue Modules at two suppliers in Türkiye.

Even though it is not part of a CAP, Acne has implemented FairPrice introduction training at eight suppliers in Romania, China and Türkiye, on Fair Wear's living wage methodology. The member also organised two training modules for the management of their Italian suppliers. One of the modules, consisting of three sessions on social sustainability, was attended by eleven suppliers, while the other module on migrant workers was attended by fourteen suppliers.

Recommendation: The member is recommended to implement training for all factories where this is part of its action plan.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.16 Degree to which member company follows up after a training programme.	Advanced	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.	6	6	0

Comment: Acne followed up on all training results by reading the training reports and adding flagged follow-up actions to its factory action plans. The brand also followed up by asking suppliers and the training participants about their impression of the training, discussing with suppliers how they intend to continue spreading the information shared during the training and checking if worker awareness was raised as a result of the training through subsequent audit reports. Additionally, the member uses the training results as input for its human rights risk monitoring by including these in its risk scoping, risk assessments and supplier evaluations.

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.	Intermediate	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.	2	4	0

Comment: Acne's human rights due diligence system includes a responsible exit strategy, which is in line with Fair Wear's responsible exit policy. In the past financial year, the member stopped with 144 suppliers. This number is due to the brand not having yearly production with all its subcontractors. The brand does not consider these factories as exited, as it can have production again with these factories for future seasons. Acne sees its main suppliers as being responsible for managing their pool of subcontractors and ensuring that their subcontractors have stable orders.

In the past financial year, Acne was in the process of exiting two suppliers and their subcontractors. One exit was initiated by the supplier, while the other was initiated by the brand. The member followed the steps in the responsible exit strategy and lowered orders over time, phasing out of the relationships. Acne has shared the responsible exit strategy with all its suppliers as it is included in its sourcing policy and its onboarding material for new suppliers.

Recommendation: In case suppliers are not exited but not used for production every season, Fair Wear considers these production facilities as active relations and the same monitoring and remediation requirements apply.

Acne could discuss the responsible exit strategy with its suppliers, for instance as part of its supplier evaluation, or could include the responsible exit strategy as part of its suppliers' agreement or contract.

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: Acne undertakes activities related to human rights that go beyond Fair Wear's scope. In particular, the brand is working on mapping all second-tier suppliers, conducted risk scoping, collected assessment reports, where available, and included these production locations in the supplier's evaluation to score them on sustainability indicators. Acne also conducts country risk scoping for the countries it sources cotton, leather and wool from.

Moreover, the brand has traced its denim products all the way back to tier 4 (farm level) and is setting up processes to follow-up on CAPs they collect for the deeper tiers of its denim supply chain. The brand will be implementing this next year.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 22
Earned Points: 18

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: Acne communicates accurately about Fair Wear membership on its website. The member also uses other channels to inform customers and stakeholders about Fair Wear membership. By describing their collaboration with Fair Wear in its sustainability report and by including information on Fair Wear in its Digital Product Passports (DPPs) accessible through an on-garment QR code, Acne actively spreads the Fair Wear message. The brand also informs retailers about its sustainability strategy, which includes information about its Fair Wear membership.

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: Acne 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: Acne has submitted its social report, which Fair Wear reviewed. Acne has also published the report on its website.

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: Acne published its social report, which includes some factory-level data and remediation results, on its website. The factory-level data Acne included are the production countries it sources from, the number of suppliers and factories for each country, some assessment findings and training events organised for suppliers and workforce. In addition, Acne shares information on the share of living wage it is paying at its production locations. However, Acne has yet to disclose its full factory list and its time-bound improvement plans.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.5 Member company has a system to track implementation and validate results.	Advanced	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.	6	6	0

Comment: Acne has a system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations. The internal evaluation system involves top management.
In its evaluation system, the member includes triangulated information from external sources, such as photo evidence collected from suppliers, wage slips and hour records, training reports and attendance records, records of grievances received and followed-up on, and meeting minutes of worker representation meetings.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.6 Level of action/progress made on requirements from previous Brand Performance Check.	Intermediate	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.	2	4	-2

Comment: The previous performance check included the following requirements:

'Acne needs to improve its Responsible Business Conduct Policy, to ensure better alignment with the OECD guidelines.'
'Fair Wear requires Acne to disclose its production locations on Fair Wear's transparency portal.'
'Fair Wear requires Acne to disclose its production locations to other member brands through Fair Wear's information management system.'
'Acne should evaluate its contracts to ensure that it does not place an unequal burden on its suppliers or include terms that limit the possibility of implementing the Code of Conduct. Acne needs to use written contracts with all its suppliers that include shared responsibilities and support the implementation of human rights due diligence.'

Acne followed up on all requirements. The brand is still working on updating its contracts but has implemented all other actions already. Together, more than half of the requirements were addressed.

Recommendation: Acne is strongly recommended to finalise the follow-up on the outstanding requirement as well.

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.: Yes

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

Recommendations to Fair Wear

Acne commands Fair Wear on its increased work in non-active Fair Wear countries and recommends that Fair Wear continue this, focussing on giving members more support in Italy and Portugal.

Acne recommends Fair Wear to continue working on creating and updating its technical tools, specifically by creating a seperate online CAP link which can be used anonymously by worker representatives and by streamlining the way findings and actions are presented in the online CAP so they are easier to work on by brands and suppliers collaboratively. Preferably, the brand would like to see one action per finding, with all related actions listed as steps under the one overarching action so the related communication reflects the development of the finding rather than the actions. Next to that, Acne recommends Fair Wear to expand its Fair Price App so it can accommodate products that are made using subcontractors. Right now, it is difficult to calculate labour costs for production with a lot of sampling or where multiple supporting processes are involved.

Moreover, the brand would like to see more gender dissagregated data being collected during Fair Wear onsite assessments and extra guidance on creating time-bound factory action plans.

Brand Performance Check details

Date of Brand Performance Check: **23-05-2025**
Conducted by: **Maaike Rubenkamp**
Interviews with: Chief Product Officer: Britt van Hasselt
Production Director: Sara Wallin
Head of Production: Francesca Doyle
Senior Sustainability Manager: Maaike Kokke
Sustainability Coordinator: Tamara O'Neill