Brand Performance Check

Haglofs AB

Publication date: October 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: 176
Possible score: 212
Benchmarking Score: 83
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%	76%	100%	85%	80%	79%	85%

Summary:

Haglofs AB (hereafter Haglofs) has shown advanced results on performance indicators and made exceptional progress. With a total benchmarking score of 83, the member is placed in the Leader category. Haglofs has an extensive sourcing strategy that prioritises long-term business relationships and is developing a consolidation strategy for the coming years. While the brand has internal plans to privilege sourcing from countries where Freedom of Association (FoA) is possible, this is not yet systematically embedded in existing strategies.

The brand has conducted extensive and stringent risk-scoping analyses, which include gender-related risks, and has developed detailed action and corrective action plans based on the outcomes. These plans also integrate a gender lens and preventive actions, though further efforts are needed to ensure meaningful involvement of workers and worker representatives in action planning.

Haglofs is actively engaged in a living wage project and has established a strategy for 2025-2030 to assess and drive improvements in this area. Looking ahead, the brand's main challenge is to strengthen worker engagement and representation across its processes to complement its already robust systems.

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 Haglofs AB

Member company information

Member since: 1 Jan 2012
Product types: Accessories, Footwear, Outdoor wear and outdoor products and Bags and luggage
Percentage of turnover of external brands resold 0%
Member of other MSI's/Organisations Bluesign, Cascale, EOG and STICA
Number of grievances received last financial year 4

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	28	77.58%
China	7	11.51%
Indonesia	1	7.03%
Cambodia	2	1.75%
Lao People's Democratic Republic	2	1.62%
Türkiye	4	0.27%
Portugal	3	0.2%
Sweden	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: Haglofs has a solid Human Rights Due Diligence (HRDD) policy and has updated its Terms of Agreement and responsible exit policy (2024). The HRDD policy includes a code of conduct, terms of agreement, policy of engagement, Code of Labour Practices (CoLP), sustainability standards for external brands, factory approval and onboarding process, factory monitoring guidelines, and responsible exit policy.

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: Haglofs 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: Haglofs discloses 100% of Tier one production locations externally on Fair Wear's transparency portal. The brand also discloses 100% of all suppliers on its own website.

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: Haglofs does have a sourcing strategy addressing influencing labour conditions.
The member has 51 active suppliers. 52% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. 12% of the production volume comes from suppliers where Haglofs buys less than 2% of its total FOB. Haglofs has included a consolidation plan in its sourcing strategy and has prioritised countries where freedom of association is possible. Haglofs has also committed to continuously seeking out and engaging in active cooperation with other buyers.

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: Haglofs has a sourcing strategy that focuses on maintaining long-term relationships.
59% of the member's total FOB volume comes from suppliers with whom Haglofs has had a business relationship for at least five years. In Haglof's sourcing strategy, the brand has identified eight important strategic suppliers as 'alpha' and evaluated them as aligned to their strategic ambitions in Corporate Social Responsibility (CSR) and carbon plans. Haglofs has committed to a five-year joint business plan with these suppliers, which includes actions such as committing to CSR commitments and partnerships, commitment to advanced capacity planning, and commitment to financial support for living wages. For the remaining suppliers, Haglofs has also created systematic sourcing grades 'beta' and 'gamma', which they also have plans to further provide guidance and commitment to consolidate.

Recommendation: Fair Wear recommends that Haglofs include its commitment to a five-year business plan in its Terms of Agreement.

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: Haglofs conducts risk scoping on the sourcing country level and has included all eight labour standards. These assessments are reviewed and updated annually or more frequently when new risk information becomes available.
The risk scoping includes a gender lens at both the country and factory levels. The member has assessed the impact and prevalence of the risks correctly. Input from workers, suppliers, and stakeholders is included in the risk scoping through audit interviews, complaints, training, and annual surveys.
The outcome of the risk scoping influences decision-making about sourcing. For example, Haglofs decided to decrease its production volume in China and move it to Vietnam. Although the brand has stated this in its sourcing strategy, it has not yet privileged countries where workers can freely join a trade union.
Haglofs occasionally uses design collaborations; in such cases, the member brand prefers that production takes place in Haglofs' own factories. In the past two years, Haglofs decided not to proceed with a collaboration with another brand due to the lack of responses provided in the sustainability declaration. To date, Haglofs does not have any design collaborations.

Recommendation: Fair Wear encourages Haglofs to follow up on its sourcing strategy and, for new suppliers, start to prioritise sourcing from countries where workers can freely form or join a trade union and/or bargain collectively.

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: Haglof's standard procedure is to inform new suppliers about its HRDD policy and Fair Wear membership during the onboarding process. The brand achieves this through the initial assessment survey, approval checklist, onboarding survey, and the onboarding meeting with the supplier. Additionally, the brand's process includes dialogue with suppliers about human rights and how the supplier and Haglofs can cooperate on this topic. Haglofs onboarded seven new suppliers in 2023 and 2024 in Vietnam, Portugal and Laos; all new suppliers have followed this process.

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: Haglofs collects information about all potential business partners through a structured approval and onboarding process, using checklists and surveys at three different stages. As part of this process, Haglofs gathers human rights-related information on potential suppliers by conducting an initial assessment (covering freedom of association, internal complaint systems, wage levels, etc.). The brand also reviews the most recent social compliance audit conducted by a credible third-party organisation within the past three years, considers whether other brands source from the same factory, reviews any social compliance certifications, collects responses to the Code of Labour Practices (CoLP) questionnaire, and carries out a factory visit. Haglofs has yet to include worker and stakeholder input before placing the first order. Information about working conditions plays a direct role in sourcing decisions.

Recommendation: Fair Wear recommends that Haglofs privilege suppliers where workers can freely form or join a trade union and/or bargain collectively, and make this explicit in its sourcing strategy.
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: Haglofs has added eight new suppliers in 2023 and 2024 in Portugal, Vietnam, and Laos.
Haglofs shared information sheets about Fair Wear's Code of Labour Practices and the grievance mechanism within the first year of doing business. The Worker Information Sheets have been posted. Haglofs enrolled one new supplier in Vietnam in an onboarding training programme. This was organised together with another Fair Wear member brand.The brand aims to organise two onboarding training sessions for two new suppliers in 2025.

Recommendation: It is recommended that Haglofs organise onboarding sessions within the first year of doing business, specifically focusing on the CoLP and the grievance mechanism.

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: Haglofs systematically assesses human rights risks at all production locations, using country-specific tools and updating evaluations when new data (e.g., complaints or training outcomes) becomes available. The process includes a gender perspective and incorporates input from workers, suppliers, and third parties. Whilst the brand has started to gather input from workers and stakeholders, this should be extended to further suppliers and more systematically. Haglofs created factory monitoring guidelines to follow up on human rights risks in its supply chain. All suppliers are automatically included in the brand's continuous monitoring and improvement cycle, meaning that each production site needs to be audited at least once every three years and visited regularly, in addition to training and supplier surveys. Monitoring tools have started to include worker and stakeholder input, which could be intensified.

Recommendation: Haglofs is recommended to further intensify collecting worker and stakeholder input.

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: Haglofs has mapped the risks to Freedom of Association in all its sourcing countries and can explain the main risks per country, including the risks to women workers (including sexual harassment, discrimination, retaliation, and lack of knowledge around union benefits for women). Monitoring tools now explicitly include worker, stakeholder, and supplier input. The onboarding and annual survey gather input from factories to help assess if worker representation is in place (i.e., a union, collective bargaining agreement, and/or worker committee), while audits help assess how well social dialogue mechanisms are functioning in practice.

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: Haglofs has included gender in its human rights risk identification. Additionally, Haglofs actively collects gender data per factory. The data that it collects includes a breakdown of women in the factory, including women in management positions, women in union leadership, policies and procedures in place to protect women or address gender inequality, and actions to raise awareness among workers about gender equality, and gender-disaggregated data on vulnerable groups, social security, and wages. This information is collected through audits, complaints, training, and in the onboarding/annual survey.

Haglofs has analysed the collected gender-disaggregated data at the factory and country levels. The main conclusions are that 71% reported having more women than men in management positions. Only 10 of the 28 factories were able to specify any risks. Of those, 60% mentioned the risk of harassment, and 40% highlighted risks connected to health and safety. Issues connected to gender discrimination have been identified in recent audits at two factories 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: Suppliers' human rights performance is evaluated systematically every year based on product development, logistics, quality, price, environment, and human rights (social compliance & living wages). The human rights criteria were updated in 2024 to include more detailed criteria on forced labor, child labor, FoA, grievance mechanisms, complaints response, overall responsiveness/cooperation, and wages. The factory ratings are shared and discussed with supplier management and integrated into Haglofs' sourcing strategy to influence supplier consolidation, identification of strategic partners for development, and increased orders over time, and phase out/warning of poor performers unwilling to improve in accordance with Haglofs' responsible exit policy.

Recommendation: Fair Wear recommends Haglofs to share and discuss the outcome of the supplier evaluation with supplier worker representatives too.

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: There is no evidence of missing first-tier locations and subcontractors in the database.
The member takes measures to prevent unauthorised subcontracting or unknown locations, such as through annual surveys, CoLP questionnaire, audit reports, factory visits, on-site quality checks, discussions with other brands, production processes, and order data from buying departments.
In 2024, an unauthorised production case occurred when a factory in Vietnam reallocated production to another facility without Haglofs' approval; the issue was promptly corrected, controls were reinforced with the supplier and agent, and cross-check routines were strengthened and increased in frequency.

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: According to Haglofs, there is a very low risk of homeworkers being used by its suppliers because Haglof's styles require highly technical production processes. However, Haglofs has identified that apparel factories producing knitwear have been identified as potentially being at a higher risk of using homeworkers. No audits or other sources have identified the use of homeworkers.

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: Haglofs uses written framework agreements with its suppliers, which were updated in 2024 to strengthen alignment with the Code of Labour Practices (CoLP) and human rights due diligence (HRDD). Payment terms are set at up to 60 days after goods are loaded onto the vessel. Penalties for delivery delays are applied only when the supplier's fault is proven; however, this is not made explicit in contracts, which still include clauses on penalties and liability (e.g., discounts, air freight) that may place a disproportionate burden on suppliers. While the CoLP is referenced in the agreements, the contracts do not yet fully support HRDD implementation or outline shared responsibilities for CoLP compliance.

Recommendation: Haglofs is advised to review its contracts with suppliers against the principles mentioned in the Common Framework of Responsible Purchasing Practices (CFRPP), for example, including explicit details on proof of fault that do not plae an unequal burden on its suppliers.

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 through regular quarterly check-ins with managers and directors from buying, development, quality, and sourcing.
The member includes responsible business practices in job role competencies. For instance, 'Experience and Training in Sustainable and Responsible Business Practices' is included in the job description of the Buying Manager.
Sourcing and purchasing staff work with KPIs that support good sourcing and pricing strategies, such as long-lasting relationships, supply chain transparency, and a never-out-of-stock (NOS) programme.

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: Haglofs has a systematic and strong production planning system in place. Haglofs' two-year Go-To-Market process manages seasonal product development through cross-functional collaboration. Suppliers receive schedules and deadlines well in advance to ensure realistic timelines, and production is balanced across factories to avoid peaks and overloading. Orders never exceed supplier capacity, and Never Out of Stock styles help smooth volumes year-round. Built-in shipping buffers and an order tracking list allow proactive management of delays or quality issues, supporting sustainable working hours.

Halogfs integrates forecasting at multiple stages into its Go-To-Market (GTM) process. The GTM includes a nine-month planning process and regular communications with its suppliers. The planning is shared with suppliers, and the result of a two-way conversation is based on available capacity. Haglofs' 2023 Project led to a revision of the GTM process, which led to closer collaboration with suppliers and improved forecasting.

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: Haglofs demonstrates a strong understanding of wage levels at its suppliers and connects this knowledge to its own buying prices. For the spring/summer 2026 collection, 184 of 192 styles (96%) were produced in factories providing open costing sheets (10 out of 12 factories). The brand works with fact-based costing for most styles, with labour costs known for the majority of its products. Haglofs performs plausibility checks by comparing labour costs in prices with known wage levels at factories, and for some products, it also receives sewing minutes to further assess accuracy.
In addition, Haglofs is piloting and exploring plausibility checks between living wage benchmarks and labour cost per minute for selected SS26 styles. Living wage analyses are shared during quarterly cross-departmental meetings (sourcing, quality, development, and buying) to highlight and discuss factories with lower wages. Haglofs has yet to demonstrate a clear understanding of how its prices influence wages and working conditions in general, for example, by increasing prices when wages increase or to compensate for inflation or other crisis-related costs.

Recommendation: While Haglofs shows progress in integrating labour cost data and living wage considerations into its pricing practices, the brand cannot yet demonstrate a direct link between its prices and improvements in wages and working conditions overall.

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: The member brand has informed its sourcing intermediaries of Fair Wear requirements, and all intermediaries signed the CoLP. Haglofs currently works with two intermediaries covering seven factories in Vietnam, one in Laos, and one in Türkiye. The company has informed its sourcing intermediaries of Fair Wear requirements, and all intermediaries have signed the Code of Labour Practices (CoLP). Intermediaries also participate in Fair Wear training, receive audit findings, and join factory visits to follow up on corrective action plan (CAP) findings, and are responsible for supporting the implementation of the CoLP.

Haglofs places purchase orders directly with suppliers rather than through agents. When suppliers operate more than one approved factory, the supplier decides how orders are allocated, depending on each factory's capacity and capability. Human rights due diligence (HRDD) communication and collaboration are carried out directly between Haglofs and its suppliers/factories, with agents only involved for support when requested. However, Haglofs has not checked whether its intermediaries uphold the purchasing practices as mentioned in the Common Framework of Responsible Purchasing Practices.

Recommendation: Haglofs could require its intermediaries to uphold the purchasing practices mentioned in the CFRPP framework.

Layer 3 Prevention, mitigation and remediation

Possible Points: 96
Earned Points: 76

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: Haglofs has prioritised risks and created action plans per supplier, accounting for 100% of the total FOB. These match the risk profile. The action plans detail the different approaches to preventing, mitigating, and remediating the prioritised risks and include a budget and timeline.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Basic	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.	2	6	0

Comment: Haglofs has collected gender data for each factory, including information on gender ratios and overall workforce composition. The brand has integrated a gender lens into its improvement and prevention measures, as well as into certain action types within its broader action plan. For factories identified as high risk in terms of gender issues, Haglofs has defined specific actions that include analysing potential differential impacts and outlining steps to mitigate any negative effects. Examples of these action plans include addressing the underrepresentation of women in union leadership and management roles at certain high-risk suppliers. However, Haglofs has not yet applied a comprehensive gender lens across all of its action plans.

Recommendation: Haglofs is recommended to extend its gender lens to all action plans beyond collecting gender disaggregated data.

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: Haglofs included comprehensive steps to encourage FoA and effective social dialogue in all its action plans. The member has started to implement these first steps, such as including Workplace Dialogue Training in China and Vietnam.

Recommendation: Haglofs is recommended to, together with the supplier, distribute non-retaliation letters to workers, ensuring workers know they will not be punished for joining or forming trade unions.
The member is recommended to support in financing/coordinating training on Freedom of Association and social dialogue for its suppliers.

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 or are monitored systematically every year. The effectiveness of factory-level grievance mechanisms is further assessed in the annual survey for all suppliers. The brand also responds when the mechanism is not effective, if an audit reveals findings connected to ineffective grievance mechanisms, or in case of complaints, the issue will be remediated as part of the corrective action and remediation process. If an audit reveals findings connected to ineffective grievance mechanisms, the issue will be remediated as part of the corrective action process.

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: Haglofs cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and complaints. The member also cooperates in taking more preventive measures and training measures at shared suppliers through the living wage project with both Fair Wear and non-Fair Wear brands.

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, Haglofs could demonstrate with samples that 88% of the corrective action plan (CAP) issues requiring improvement actions have been addressed. In addressing CAP findings, Haglofs collects factory feedback and proof of evidence for resolved findings. In case of a lack of improvement in audit findings, visits will be scheduled to discuss the issue with the factory management in person. The CAP issues that are still open 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: Haglofs has identified some root causes of the CAP issues and discussed these with its suppliers. The member has started to validate these findings with repeat assessments and continuously tracks repeat non-compliance. Haglofs investigates the root causes of all issues and concluded that the main root causes are a lack of social dialogue, insufficient understanding of labour law, and policy implementation. The brand organised social dialogue training, supported capacity building and policy implementation.

Recommendation: Fair Wear recommends that Haglofs use Fair Wear validation assessments to assess the degree of progress of its prevention programmes.

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: Haglofs has some suppliers where action plans are not needed. These cover less than 1% of the member's total FOB. The member has a system to ensure possible human rights risks are regularly discussed with these suppliers through regular communication, annual survey, review of existing audit reports, and a worker representative survey.

Recommendation: Haglofs 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: Four Fair Wear factory assessments from Türkiye and Vietnam were conducted in the past two financial years. Two out of four reports mention excessive overtime in Vietnam. Findings included workers not receiving one day off per seven days of work, and total working time per week exceeding 60 hours. Additionally, in 2023 and 2024, the member brand conducted nine external audits in factories in Vietnam, Indonesia, Portugal, and Türkiye. In one external audit from a supplier in Vietnam, excessive overtime was mentioned. Some of the findings have been closed and resolved; however, there are some findings that have yet to be resolved and are being worked on by the brand.

Haglofs follows up on all findings. According to the member, seasonal peaks and late changes are a cause for excessive overtime caused by the brand. The member has addressed this and is continuously working to reduce seasonal peaks and ensure a flow throughout the year, increasing volumes in the first seasonal buy, distributing NOS items more evenly, and scheduling leftover production during low-season periods. Haglofs has revised its Go-To-Market process, now with clearer deadlines. Haglofs maintains flexibility by accepting early or delayed shipments when needed, for example, choosing air freight and absorbing the additional cost rather than pressuring suppliers to meet original delivery dates.

Recommendation: Fair Wear advises Haglofs 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: Four Fair Wear factory assessments from Türkiye and Vietnam were conducted in the past two financial years. One Fair Wear factory assessment report from Türkiye shows two findings were that allowances, bonuses, or social security benefits are not paid as legally required and that statutory leaves are not paid to workers as legally required. Some actions related to those findings are still open, and remediation is in progress. Two Fair Wear factory assessments from Vietnam mentioned that allowances, bonuses, or social security benefits are not paid as legally required. The related actions to those findings were completed and verified.

The member brand collected nine external audits in Vietnam, Indonesia, Türkiye and Portugal, and none of them showed findings related to payment of living wage. One CAP follow-up was discontinued because the subcontractor refused to work on CAP implementation, resulting in the supplier ending the relationship with the subcontractor.

Haglofs received two complaints in 2024 regarding non-payment of wages/benefits in connection with resignation. The complaints were remediated.

Recommendation: Fair Wear strongly recommends that Haglofs ensure that problems with payments below the legal minimum wage are prevented going forward and remediated retroactively.

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: Haglofs has a basic overview of the wage levels at its suppliers.
Haglofs understands which suppliers pay wages below living wage estimates as a consequence of the member's policies/actions. To determine why wages at suppliers are below the living wage, Haglofs has collected information on root causes through dialogue with factories, Fair Wear assessments, and external sources. Based on this information, Haglofs has developed a time-bound plan 2025-2030 to enable the systemic increase of wages at key suppliers. Living wages are discussed with factories through the CAP process, onboarding process, and annual survey follow-up.

In 2025, Haglofs joined the Sustainable Textiles Switzerland 2030 and is working with other brands to find ways for factories to realise the estimates from the Global Living Wage Coalition in Vietnam. This project is expected to result in higher wages at selected production locations by 2030. Currently, the project is still in its initiation phase and does not specifically address root causes at the brand level related to factory wage levels. Two of Haglof's suppliers have committed to this project so far.

Recommendation: It is recommended that the brand continue to implement its plans on living wages.
Fair Wear encourages Haglofs to involve worker representatives and local organisations in assessing the root causes of wages that are lower than living 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: Haglofs has created a strategy to finance wage increases, which includes collaborating with factories and other buyers to increase wages in shared factories, plans to grow with factories that currently pay living wages, raise internal awareness and competence regarding living wages, and encourage worker engagement and collective bargaining agreements, which have been agreed upon by relevant management staff. Five of Haglofs' suppliers are part of the living wage project (45% of the total purchase volume in 2024). Commitment has been secured from two of these suppliers on the living wage benchmark.

Recommendation: Haglofs is recommended to roll out its living wage project and learnings to further suppliers.

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.	50%	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.	4	6	0

Comment: Fair Wear factory assessments indicate that a living wage is paid by suppliers responsible for 50% of Haglof's 2024 FOB value. Seven audits conducted between 2022 and 2025 have revealed that the wage levels at six suppliers in Vietnam and one supplier in Laos exceed those set by the Wage Indicator. Haglofs has defined to use the Global Living Wage Coalition (Anker) method as a living wage benchmark.

Recommendation: It is recommended that Haglofs conduct regular assessments of living wages and extend its work on living wages to more 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: In the past two financial years, Haglofs received two complaints about living wages. Haglofs actively responded to these complaints as per Fair Wear's Complaints Procedure. The member identified the root causes as a lack of awareness and training, and miscommunication as a result of the lack of training. The factory also implemented preventative actions, including refreshing the training of all policies and standard operating procedures for all leaders and workers. Two complaints in Vietnam have been resolved, and one complaint in Indonesia has been closed.

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: Haglofs has some CAP findings where training is recommended as a follow-up action. In the previous three financial years, the member brand requested four Workplace Education Training (WEP) with suppliers in Vietnam and China, communication programmes training in Vietnam and onboarding training for suppliers and workers in Vietnam. The member has not yet provided all of its suppliers with findings related to awareness about the fair wear code of labour practices and worker representatives in appropriate training modules.

Recommendation: Haglofs is recommended to implement training for all factories, also where this is not 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: Haglofs followed up on all training results by sharing training reports and training information, asking about the factory's experience, reviewing the report, and highlighting recommendations from the Fair Wear training team.
Additionally, the member used the training results as input for its human rights due diligence, updating its risk scoping.

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: Haglofs's human rights due diligence system includes a responsible exit strategy. In the past two financial years, the member stopped collaborating with 12 suppliers.
The member followed the steps in the responsible exit strategy. For one supplier with high leverage, the exit resulted from the supplier going out of business, which was followed up by the member. Haglofs has discussed the responsible exit strategy with all its suppliers and includes it in the Terms of Agreement.

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.	Member company's activities do not go beyond the indicators or scope.	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.	N/A	6	0

Comment: Haglofs does not yet undertake activities related to human rights that go beyond Fair Wear's scope.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 26
Earned Points: 22

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: Haglofs communicates accurately about Fair Wear membership on its website.
The member also uses other channels to inform customers and stakeholders about Fair Wear membership. Haglofs communicates about Fair Wear on social media and in company-wide meetings, which also include retail staff, clinic material, and retail playbooks.

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).	Intermediate	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.	2	4	0

Comment: Haglofs sells one external brand. The member has collected information about this brand's human rights due diligence. The external brand is not a member of a credible initiative.

Recommendation: Haglofs is recommended to select external brands that are members of a credible initiative.

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: Haglofs has submitted its social report, which Fair Wear reviewed. Haglofs 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.	Advanced	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.	4	4	0

Comment: Haglofs reports on factory-level data and remediation results. Additionally, the member publishes its full factory list, including the number of workers, as well as the percentage of women in the total workforce and union representation. Additionally, the member brand also includes key risks and issues identified, time-bound improvement plans with remediation and mitigation actions for each supplier.

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: Haglofs has a system for tracking progress and checking whether implemented measures have been effective in preventing and remediating human rights violations. The internal evaluation system involves top management through monthly check-ins with the sourcing director, quarterly cross-departmental meetings with directors and top managers from various departments.
The member does not yet include triangulated information from external sources, such as workers and suppliers, in its evaluation system.

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.	Advanced	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.	4	4	-2

Comment: The previous performance check included the following requirements: indicator 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: indicator 3.1: member company integrates outcomes of human rights risk identification into risk prioritisation; indicator 3.2: includes gender lens in action plans; and indicator 3.8: member company validates risk profile and maintains regular dialogue with factories. Haglofs followed up on all requirements.

5 Appreciation chapter

5.1 Member company publicly responded to problems/allegations raised by consumers, the media, or NGOs.: Yes

Comments: Black Friday campaign for nine consecutive years to highlight the issue of systematic discounting and artificially low prices, which puts pressure on workers' salaries and increase the risk of excessive overtime.

5.2 Member company actively participated in lobby and advocacy efforts to facilitate an enabling environment in production clusters.: Yes

Comments: Haglofs is participating in the United for Fair Wages project organised by Sustainable Textiles Switzerland 2030 (STS 2030) to address the issue of low wages in Vietnam. Haglofs is also involved in advocacy efforts on social media to promote Corporate Sustainability Due Diligence Directive (CSDDD).

5.3 Member company actively contributed to industry outreach, visibility, and learning in its main selling markets.: Yes

Comments: Haglofs regularly raises awareness among consumers about environmental sustainability on LinkedIn.

Recommendations to Fair Wear

Haglofs recommends that Fair Wear review General Data Protection Regulation (GDPR) compliance within audit processes, and strengthen audit data by including clearer gender information as well as details on workers with disabilities. Haglofs suggests publishing the last two social reports on the Fair Wear website to enhance accountability. Haglofs also recommends clarifying what information should be made public versus kept confidential, ensuring transparency while protecting suppliers. Finally, Haglofs encourages Fair Wear to explore meaningful worker engagement tools, such as phone surveys or other feedback mechanisms, to better capture workers' perspectives and experiences.

Brand Performance Check details

Date of Brand Performance Check: **09-09-2025**
Conducted by: **Louise Conway**
Interviews with: Elin Eriksson (Human Rights Manager)
Martin Daniels (CEO)
Victor Adler (Global Business Development & Sustainability Director)
Amy Cheng (Global Sourcing & Development Director)
William Persson (Account Ledger)
Marie Broberg (Buying Manager)
Madeleine Axelsson (RnD & Development Manager)