Brand Performance Check

OLYMP BEZNER KG

Publication date: December 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: 132
Possible score: 204
Benchmarking Score: 65
Performance Benchmarking Category: Good



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%	59%	93%	69%	53%	55%	73%

Summary:

OLYMP BEZNER KG (hereafter OLYMP) has shown progress and met most of Fair Wears' performance requirements. With a total benchmarking score of 65, the member is placed in the 'Good' category.

OLYMP has a formal written sourcing strategy, supported by internal policies, such as its Overview Supplier Onboarding Standard (OSOS). These documents address influencing labour conditions. In the past, the member brand had two separate supply chains for its brands (OLYMP Bezner KG and OLYMP Retail KG), but merged these two supply chains into one in the past financial year. Since then, all suppliers are part of OLYMP Bezner KG. The brand's overarching strategy is to have a stable supplier base with long-term partnerships.

OLYMP's HRDD policy commits to Freedom of Association (FoA) and social dialogue and favours countries and suppliers that allow employees to form or join a trade union and/or bargain collectively. Despite this statement, OLYMP started sourcing at a factory in Vietnam. Vietnam is an important sourcing country for the member brand. The brand is aware of the limitations of FoA in this country and therefore puts a strong emphasis on finding a supplier that actively supports FoA and social dialogue.

OLYMP conducts risk scoping, which includes country, sector, and product levels. The risk scoping includes a gender lens. The main risks in OLYMP's sourcing countries are Occupational Health and Safety, Working Hours, Freedom of Association (FoA) and Collective Bargaining, Gender-Based Violence and Harassment, and Living Wages. OLYMP assessed the risks of the Code of Labour Practices for each production location. OLYMP has yet to take the outcome of its factory risk assessment and the prioritisation of the risks as a guiding principle for its monitoring system.

The member brand collects extensive data such as gender data, FoA data, overtime and wage data and has a strong monitoring system in place. Based on the country-risk assessment and the member brand's double materiality analysis, OLYMP developed three projects supporting improvements in its supply chain related to Occupational Health and Safety (OHS), Freedom of Association and Living wage. OLYMP needs to enhance its supplier-level action plans to more effectively incorporate preventive and mitigation actions as a follow-up to its supplier risk assessments.

OLYMP sources in Bangladesh (21% of the total FOB) and addresses the enhanced risks of building, fire, and electrical safety of its suppliers, as OLYMP is a signatory of the International Accord.

To follow up on the repeated non-compliance requirement (2.7) regarding Forced Labour, as outlined in the previous Brand Performance Check, OLYMP conducted a risk analysis of Forced Labour at all its suppliers.

OLYMP also initiated a Living Wage project but encountered challenges in identifying the ideal production partner. Initial discussions with a production partner in Indonesia did not result in a mutual agreement. This was a setback for the member brand. The member brand is now negotiating its project with a production partner in Vietnam. Fair Wear encourages OLYMP to continue its Living Wage project and to pay its share of a living wage estimate.

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 OLYMP BEZNER KG

Member company information

Member since: 1 Jan 2021
Product types: Apparel and Men's Shirt, Knitwear, Accessoires
Percentage of turnover of external brands resold 0%
Member of other MSI's/Organisations International Accord - Bangladesh and BCI (Better Cotton Initiative), Oekotex, GOTS, retraced
Number of grievances received last financial year 0

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
China	9	27.01%
Viet Nam	6	24.62%
Indonesia	3	22.8%
Bangladesh	7	21.2%
India	6	1.94%
Tunisia	2	1.15%
Albania	1	1.12%
Türkiye	1	0.12%
Spain	1	0.02%
Germany	1	0.01%
Italy	1	0.01%

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: OLYMP has a Human Rights Due Diligence policy, but some elements need improvement.

Requirement: OLYMP is recommended to improve its Human Rights Due Diligence policy to ensure better alignment with the OECD guidelines. Fair Wear's HRDD policy checklist can support this process.

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

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

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

Possible Points: 90
Earned Points: 66

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.	Intermediate	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.	4	6	0

Comment: OLYMP has a formal written sourcing strategy, supported by internal policies, such as its Overview Supplier Onboarding Standard (OSOS). These documents address influencing labour conditions. In the past, the member brand had two separate supply chains for its brands (OLYMP Bezner KG and OLYMP Retail KG), but merged these two supply chains into one in the past financial year. Since then, all suppliers are part of OLYMP Bezner KG. The brand's overarching strategy is to have a stable supplier base with long-term partnerships. The member brand cooperates with other buyers. Although supported by the brand's internal policies and actions, OLYMP has not yet integrated this in a formal way in its sourcing strategy. OLYMP's OSOS prohibits onboarding suppliers from China and Myanmar, limits the onboarding of new suppliers in Pakistan, and restricts sourcing and processing cotton from Uzbekistan, Turkmenistan, and restricted areas in China.

OLYMP sources from 38 suppliers, which include nine production facilities for supporting production processes. 64% of the production volume comes from suppliers where the member has at least a 10% leverage. This percentage has increased by 8% compared to the previous financial year. 12% of the production volume comes from suppliers where OLYMP buys less than 2% of its total FOB, and 8% of the member's FOB comes from suppliers where OLYMP has less than 2% of its FOB and less than 10% leverage (tail-end suppliers).

Recommendation: Fair Wear recommends OLYMP to formally include consolidation and cooperation in its sourcing strategy.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.2 Member company's sourcing strategy is focused on building long-term relationships.	Basic	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.	2	6	0

Comment: OLYMP has a sourcing strategy that, in practice, focuses on maintaining long-term relationships. 95% of the member's total FOB volume comes from suppliers with whom OLYMP has a business relationship for at least five years. The member does not commit to long-term contracts yet.

Recommendation: Fair Wear recommends OLYMP to commit to long-term contracts.

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

Comment: OLYMP conducts risk scoping and includes country, sector, and product level risks. Although OLYMP could describe its business and sourcing risks during the Brand Performance Check, the brand has yet to formally integrate this into its risk scoping process. The member brand incorporated a gender lens into its risk assessment. In its risk scoping, OLYMP has assessed the impact and prevalence of all risks. The rating for each risk is given by a likelihood rating (1-5, with 5 being the highest) and a corresponding rationale. The severity rating for the eight Code of Labour Practices (CoLP), including the irremediability, however, is evaluated in relation to each CoLP and remains constant for all sourcing countries and factories. For OLYMP, the severity and irremediability of Occupational Health and Safety are the highest risks; the severity and irremediability of all other CoLP risks score lower. In the event of a change in risk factors, the brand adapts its likelihood scoring, but not the severity rate. As such, OLYMP does not sufficiently take into account the OECD's requirements related to the scale and scope of each risk for the related rightsholders in its supply chain. Furthermore, OLYMP has merged the risk assessment of the CoLP "Employment is freely chosen" and "Legally binding employment relationship" into a combined assessment, whereas Fair Wear recommends distinguishing between them. According to OLYMP, the main risks in its sourcing countries are Occupational Health and Safety, Working Hours, Freedom of Association and Collective Bargaining, Gender-Based Violence and Harassment, and Living Wages. OLYMP's iMPACT Program (factory audit program) includes interviews and a worker survey. OLYMP started to incorporate stakeholder input on country risk scoping level.

OLYMP's HRDD policy commits to Freedom of Association (FoA) and social dialogue and favours countries and suppliers that allow employees to form or join a trade union and/or bargain collectively. Despite this statement, OLYMP started sourcing at a factory in Vietnam. Vietnam is an important sourcing country for the member brand. The brand is aware of the limitations of FoA in this country and therefore puts a strong emphasis on finding a supplier that actively supports FoA and social dialogue.

OLYMP sources in Bangladesh (21% of its total FOB) and addresses the enhanced risks of building, fire, and electrical safety of its suppliers, as OLYMP is a signatory of the International Accord.

OLYMP has conducted an in-depth assessment of Forced Labour risks for all suppliers.
China is OLYMP's main production country. Based on the assessed risks, the brand has included a prohibition on starting onboarding new suppliers as well as sourcing and processing cotton from restricted areas in China in its OSOS (Overview Supplier Onboarding Standard), which all suppliers must sign.

The member adjusts its sourcing strategy based on the risk scoping, as the outcomes of the scoping are included in the decision-making process. As such, the brand included a prohibition on onboarding new suppliers from China and Myanmar, and limits the onboarding of new suppliers in Pakistan.

Recommendation: Fair Wear recommends OLYMP to include the missing risk factors for business model and sourcing model in its risk scoping and to separately assess the risk of each Code of element of the Code of Labour Practices.
The brand is advised to improve its risk assessment by taking the OECD's requirements on scale and scope of each risk for related rightsholders into account.
Fair Wear recommends OLYMP to expand its efforts to consider stakeholder input in its risk assessment.

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

Comment: It is the standard process for OLYMP to inform new suppliers about Fair Wear membership and the commitment to improve workers' conditions by sharing the OLYMP onboarding manual (OSOS) and during the annual factory visits. OLYMP's supplier onboarding process is divided into three phases, and Fair Wear requirements are shared with the supplier in phases one and two. The member discusses and shares with each new supplier the Code of Labour Practices (CoLP), and relevant policies, such as the subcontracting policy, and the supplier is asked to post the Worker Information Sheet (WIS). This process has been followed for all new suppliers in the past financial year. OLYMP also started a dialogue with all its new suppliers about human rights and how they can collaborate on this topic. The process is documented in the member's internal system and shared with the relevant departments, such as purchasing.

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: OLYMP collects human rights information from potential new suppliers through collecting specific topic questionnaires, Fair Wear CoLP questionnaire, training reports, and existing factory audit reports. In addition, the member reviews country-specific risks and gathers information from NGO's. Additionally, OLYMP's CSR, manufacturing consulting team, or purchasing staff visit its supplier. The collected information is evaluated and, based on the results, influences sourcing decisions. As such, one supplier was not onboarded in 2024 due to the assessed risks. After six to eight months of sourcing from the new supplier, an iMPACT Program Audit (factory audit) will be conducted. While the iMPACT Program audits include a worker sentiment survey, the company does not collect any additional information from workers to inform its sourcing decisions. However, the member brand began to incorporate stakeholder input on country risk scoping level. OLYMP followed this process for the suppliers added in the previous year.

In 2024, OLYMP started sourcing from two new suppliers, one in Italy and and one in Vietnam. Both suppliers are shared suppliers with other Fair Wear member brands. Before OLYMP started sourcing from the potential supplier in Vietnam, the brand reached out to the other Fair Wear member brand to collect additional information about the supplier.

OLYMP's HRDD policy commits to Freedom of association (FoA) and social dialogue and favours countries and suppliers that allow employees to form or join a trade union and/or bargain collectively. Vietnam is an important sourcing country for the member brand. The brand is aware of the limitations of FoA in this country and therefore puts a strong emphasis on finding a supplier that actively supports FoA and social dialogue.

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

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.6 Member actively ensures awareness of the Fair Wear CoLP, the grievance mechanism, and social dialogue mechanisms within the first year of starting business.	Basic	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.	2	6	0

Comment: OLYMP added two new production locations in Italy and Vietnam.The brand has shared information about Fair Wear's Code of Labour Practices (CoLP) and the complaints helpline within the first year of doing business. The Worker Information Sheet (WIS) has been posted for all suppliers. The CSR staff distribute the Worker Information Card (WIC) during the visits to workers and verify if the WIS is properly posted. The member also collected supplier questionnaires for all new suppliers.

OLYMP's HRDD policy commits to Freedom of association (FoA) and social dialogue and favours countries and suppliers that allow employees to form or join a trade union and/or bargain collectively. The brand is aware of the limitations of FoA in Vietnam and therefore puts a strong emphasis on finding a supplier that actively supports FoA and social dialogue. However, the brand has not yet organised any (onboarding) training to address this risk and to support FoA and social dialogue. Furthermore, OLYMP has not organised an onboarding session for the workers and management of its suppliers to raise awareness about the Fair Wear CoLP, the complaints helpline, or the importance of social dialogue at its new suppliers. However, from 2025 on, all (new) shirt suppliers (95% of the members' FOB) must undergo a Fair Wear Onboarding training.

Recommendation: OLYMP is strongly recommended to organise appropriate training supporting FoA and social dialogue for its new supplier in Vietnam.
OLYMP is recommended to organise onboarding sessions specifically focusing on the CoLP and the complaints mechanism within the first year of doing business.

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.	Intermediate	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.	4	6	0

Comment: OLYMP has a systematic approach to assessing human rights risks in its supply chain as described in indicator 2.3. However, OLYMP's factory risk assessment does not yet include a prioritisation of the assessed risks per supplier, and the outcome of the risk assessment is not yet used as a guiding principle for OLYMP's monitoring system.

OLYMP closely monitors its suppliers. Together with another Fair Wear member brand, the brand has its iMPACT Program, which consists of factory audits, and all factories must be audited at least every three years. In addition to factory audits, the member brand monitors its suppliers through questionnaires and regular visits.

OLYMP sources predominantly from China, Vietnam, Indonesia, and Bangladesh, and monitors its suppliers with a higher risk of limited Freedom of Association (FoA) by conducting monitoring audits, visits, and surveys, sharing FoA checklists, and collecting supplier questionnaires. OLYMP is also a signatory member of the International Accord to address enhanced risks related to building, fire and electrical safety at its suppliers.

In 2024, OLYMP conducted a risk analysis of Forced Labour at all its suppliers. Additionally, the member brand conducts media screening about reported Forced Labour issues and checks if the reported issues are relevant for its supply chain. Furthermore, OLYMP is collaborating with Retraced, a platform that supports transparency and traceability in the deeper supply chain. OLYMP has specific monitoring related to the risk of Forced Labour in China. The member brand requires its suppliers to sign the cotton ban and to disclose the full supply chain. The member is working on an isotope project to trace the origin of the cotton its suppliers have sourced for its products; however, this project is on hold. To address the high risks in China, OLYMP added a prohibition on onboarding any new suppliers in China to its onboarding process. A very high risk of Forced Labour was found in the deeper supply chain (cotton sourcing) at one of OLYMP's Chinese suppliers a couple of years ago. The member brand followed up on this risk. The supplier (along with all other suppliers) had to sign that no cotton from the restricted area in China is used, and that no production takes place in this area. For the particular supplier, OLYMP researched the cotton sourcing, and it has been confirmed that no cotton is sourced from the restricted area anymore. However, due to all risks assessed, OLYMP decided to disengage responsibly from this supplier. The process has started, and the final exit will be in 2027.

OLYMP has yet to include supplier, worker and stakeholder input systematically in the risk assessment process

Recommendation: Fair Wear recommends OLYMP to use its factory risk assessment and prioritisation of risks as a guiding principle for its monitoring activities.
OLYMP could complement its risk assessment process with worker, supplier, 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: OLYMP has mapped and included risks to Freedom of Association (FoA) in its country- and supplier risk assessments, and can explain the key risks per country, including those affecting female workers. It uses this information to understand the risks at its suppliers. The member brand's risk assessment includes information on whether factories have policies on FoA and internal grievance mechanim processes in place. It also looks at whether worker representatives are active, the election process, the number of worker representatives and whether management takes part. Lastly, the assessment includes whether there are active trade union(s) in the factories as well as whether collective bargaining agreements (CBA's) are in place. The information is obtained through its iMPACT Program, which includes a set of 15 questions on FoA and a worker sentiment survey. The worker sentiment survey is a tool to collect feedback from workers. Additionally, OLYMP collects information via supplier monitoring visits and the on-site checklist about FoA.

OLYMP's HRDD policy commits to Freedom of association (FoA) and social dialogue and favours countries and suppliers that allow employees to form or join a trade union and/or bargain collectively. Suppliers are also required to share corrective action plans (CAPs) with worker representatives and submit meeting minutes.

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: During the Brand Performance Check, OLYMP showed its understanding of gender risks for its sourcing countries and at supplier level. OLYMP collected gender-related information through its iMPACT Program and worker sentiment survey. The worker sentiment survey includes a gender lens on several elements of the Code of Labour Practices and collects data on issues such as harassment and abuse, discrimination, grievance mechanisms (by gender) and information on child care facilities. Furthermore, an extensive checklist on gender is used during factory visits.

In its country risk scoping and supplier risk assessment, OLYMP assessed how all risks impact gender. The member brand also analysed how its business practices could affect gender-related risks at its suppliers. Additionally, OLYMP analysed wage levels and promotions per gender, and analysed maternity leaves and returns. The member brand evaluated that 59% of all workers are female, and 26% of the supervisors are female workers. Four out of 33 factories have active child care, and all risks relate to gender issues. Furthermore, women have equal rights, but not equal opportunities to grow economically.

Since 2024, OLYMP has requested information about gender implications in each Corrective Action Plan (CAP).

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

Comment: In 2024, OLYMP developed a supplier's human rights performance evaluation system. This system takes social sustainability into account. As a next step, the brand will also integrate environmental sustainability, quality, price and cost as well as delivery performance in its evaluation system. Before implementing the formal supplier evaluation, OLYMP evaluated its suppliers' performance informally, covering price, quality, delivery time, and working conditions. The evaluation of suppliers is a joint effort between the Purchasing, Quality, and CSR departments.

In 2024, all suppliers were evaluated, and in future, the evaluation will be conducted on an annual basis and upon request. The social sustainability evaluation considers country risks and factory risk assessments, as well as transparency levels and product safety. The evaluation encompasses both supplier best practices and areas for improvement. OLYMP also added ceiling limits for severe risks and findings, which automatically result in a downgrade of the rating. The supplier evaluation influences purchasing decisions. For example, OLYMP's exit policy becomes active for suppliers who are unwilling to improve their sustainability and product issues, despite being provided support. Furthermore, the supplier evaluation will form the basis for OLYMP's order planning.

In 2025, OLYMP began sharing the evaluation outcomes with its suppliers and will continue to do so for all suppliers. OLYMP has yet to share to supplier evaluation with worker representatives.

Recommendation: Fair Wear encourages OLYMP to continue sharing supplier evaluations with all suppliers and to systematically integrate these evaluations into its purchasing decisions.
Fair Wear recommends OLYMP to share and discuss the outcome of the supplier evaluation with the 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: OLYMP uses the outcomes of its human rights monitoring to respond to unauthorised subcontracting. OLYMP uses intermediaries for 3% of its FOB and recognises that this sourcing model presents a high risk of unauthorised subcontracting. OLYMP has an unauthorised subcontracting policy in place, which must be signed by every supplier. In the event of a need for a subcontractor, the supplier must contact OLYMP, and production can only commence after an extensive review and approval by the member brand. Unauthorised subcontracting may, in the worst case, lead to the end of business relations.

OLYMP has detailed knowledge about the capacity (workforce and machinery), daily output per production line, and the total output quantities of each supplier and cross-checks this when placing orders. The member brand takes holidays into account when planning orders. Furthermore, OLYMP has quality control staff present at four of its five main suppliers that actively check for subcontracting through in-line inspections. During factory visits, the factory inspection reports are compared with placed orders. Furthermore, the brand aims to visit all factories at least once a year, particularly during periods of production.

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: OLYMP has identified whether homework is prevalent in its sourcing countries. According to the member, the risk of homeworkers being used by its suppliers is very low due to the technical nature of its products and the close monitoring of its suppliers. Monitoring takes place through the brand's iMPACT Program (including five additional questions on homeworkers), visits by OLYMP's CSR staff, and on-site quality control teams and the annual supplier questionnaire. OLYMP also evaluates for supporting processes (such as embroidery) if production takes place inhouse or the production capacity for external production facilities.

OLYMP includes homework in its risk assessment.

OLYMP's Supplier Query includes in its requirements the prohibition of 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: In 2024, OLYMP developed a Framework Agreement (FA), signed by the first suppliers. The member brand aims to have the FA implemented for all suppliers in the near future. The Framework Agreement stipulates, amongst others, delivery dates and delays, quality and quantity requirements, defects, warranty and liability, corporate social responsibility, payment terms, contract term and termination, infringement, as well as anti-corruption and force majeure.

The Framework Agreement requires each party to establish, maintain, and cooperate in human rights and environmental due diligence (HREDD) and to identify, prevent, mitigate and account for direct and indirect adverse impacts of its activities on those affected in the supply chain. Additionally, the paragraph stipulating corporate social responsibilities refers to Fair Wear's Code of Labour Practices and the International Labour Organisation (ILO) conventions and OLYMP's signature of the International Accord for Health and Safety in Bangladesh. The Framework Agreement outlines detailed requirements for suppliers; however, it does not specify how OLYMP will fulfil its requirements related to HREDD and the various paragraphs.

The Framework Agreement is for an indefinite period, underlining OLYMP's strategy for long-term business relationships with its suppliers. The notice period is six months. The payment terms are 30 calendar days net upon receipt. OLYMP also uses LC (Letter of Credit) and T/T (Telegraphic Transfer) payment when the goods are leaving the production country.

This Framework Agreement does not support human rights due diligence because an unequal burden is placed on the suppliers. The formal language of the contract is top-down and does not reflect an equal business relationship. The contract stipulates that in the event of delivery delays, OLYMP reserves the right to charge the supplier a discount (penalty), without requiring proof of fault to be established. However, in practice, OLYMP does not utilise the penalties, instead seeking a common solution in cases of late deliveries with its suppliers. Only for urgent orders, suppliers are required to cover air freight costs. Besides the unequal burden of penalties, suppliers are held financially responsible for defects without proof of fault. In the event of defects and warranty issues, suppliers have the right to a statement; however, the reflected paragraphs only describe OLYMP's rights of action.

Recommendation: OLYMP is encouraged to have a signed Framework Agreement with all suppliers.
OLYMP is strongly advised to review its contracts with suppliers against the principles mentioned in the Common Framework of Responsible Purchasing Practices (CFRPP).
Fair Wear strongly recommends that OLYMP remove penalties for late delivery from its contracts, or at least ensure there is 'proof of fault by the supplier'.

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

Comment: There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices. CSR is informed on social-related topics when staff from other departments conduct visits at the suppliers. A summary of every audit and visit is shared with the COO, Director of Supply Chain, Manufacturing Consulting, and the Procurement Department.

OLYMP measures and evaluates payment terms, no late order changes, time-bound follow-up of ACCORD CAPs, and the conformity of Occupational Health and Safety and Working Hours at suppliers; however, it has not yet translated these into KPIs that support good sourcing and pricing strategies.

OLYMP has not yet included responsible business practices in job role competencies.

Recommendation: OLYMP is recommended to adopt KPIs that support good sourcing and pricing strategies within its sourcing, purchasing, and design departments.
OLYMP could include responsible business practices in its job role competencies of sourcing and purchasing staff.

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: OLYMP has detailed knowledge about its suppliers' production capacity (capabilities, technical capacities and monthly capacities, number of employees, e.g.). There is close collaboration with the suppliers throughout the entire production planning process. OLYMP shares the forecast with the suppliers, and the production planning starts 14-18 months with capacity planning, and orders are placed 7-12 months in advance.

OLYMP nominates the material suppliers and considers lead time for fabric delivery and holidays when planning production. For its shirt production (95% of its total FOB), OLYMP books production lines throughout the year and is responsible for placing orders in a balanced manner. In the event that OLYMP does not utilise the booked capacities, the suppliers reserve the right to charge OLYMP penalties. During production, suppliers have a four-week period and can choose which style to produce in the most efficient order, taking into account any necessary adjustments to the machinery park. The entire production is planned based on regular working hours at the suppliers, to prevent and avoid any (excessive) overtime.

The member brand has an extensive never out of stock (NOS) stock supply and uses this to balance the production at its suppliers. For example, when delays occur during the peak season, it primarily utilises its NOS stock while placing extra orders during the low season to refill its NOS stock. The order planning process is evaluated in collaboration with all suppliers, and their feedback is taken into account. To underscore OLYMP's efforts and commitment to responsible purchasing, the member brand has developed its internal "No Excessive Overtime Guide", which outlines the process described above.

If a supplier informs OLYMP of a capacity bottleneck, the order planning will be adjusted accordingly. In the event of a delivery delay, the member brand discusses the cause with the supplier and allows an additional one to two weeks for delivery. Urgent orders are shifted to air freight; however, the supplier must cover the additional costs.

In 2024, the member initiated a project to conduct production planning in minutes rather than pieces. However, the project did not work out for the suppliers and OLYMP, as it added extra complexity to the order planning process.

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.	Basic	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.	2	6	0

Comment: OLYMP has a good understanding of the wage levels at its suppliers. The member brand collects workers' wage data from each supplier to verify whether the legal minimum wage has been paid at its production locations, and therefore, has a good insight into the different wage levels across various production steps.

OLYMP and its suppliers do not use open costing for price calculations, as its suppliers are very reluctant to use this method. The member brand has begun implementing fact-based pricing, which includes pricing for each step of shirt production, as well as raw materials, energy, and other cost increases, for most of its styles. OLYMP takes inflation increases into account in its pricing.

The member brand does not know labour (minute) costs and cannot yet link its buying prices to wage levels.

Requirement: OLYMP needs to demonstrate an understanding of the link between buying prices and wage levels to ensure its pricing allows for the payment of the legal minimum wage.

Recommendation: OLYMP is recommended to investigate why its suppliers are reluctant to work with Fair Price or any other form of fact-based costing, if needed, with the support of Fair Wear's local teams.
OLYMP could provide suppliers who do not work with fact-based costing, training on product costing and how to quote prices including (direct and indirect) labour costs. Fair Price product owners are available to conduct such training in all Fair Wear production countries.

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

Comment: OLYMP utilises nine intermediaries, which are responsible for 3% of the member's FOB. The member brand informed its sourcing intermediaries of the Fair Wear requirements and could demonstrate that the intermediaries informed the production sites. Some intermediaries have on-site teams to inspect product quality. All intermediaries are also involved in the follow-up and remediation process for the Corrective Action Plan (CAP) and accompany CSR staff on visits to suppliers. Factory visit reports are shared between OLYMP and the intermediaries.

Despite utilising intermediaries, OLYMP has direct contact with all factories. Payments are made either directly to the factories or to the intermediaries. However, for the latter, OLYMP does not yet have insight into their payment terms to the factories.

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

Layer 3 Prevention, mitigation and remediation

Possible Points: 92
Earned Points: 50

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.	Intermediate	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.	4	6	0

Comment: Based on the risk identification described in Layer two, OLYMP has assessed the main risks for each production country, as well as for each production location. Each supplier has an action plan based on the Corrective Action Plan (CAP) of each iMPACT audit and findings from factory visits, as well as input from supplier surveys and questionnaires. The CAP per factory is time-bound, but does not yet include the prioritised risks identified in the factory risk assessment. OLYMP has yet to expand its action plans to include mitigation and preventive measures based on the risk assessment, in addition to the CAP findings.

However, OLYMP has a good understanding of the main country risks and main risks at all suppliers and addresses these risks through various actions, such as increased supplier visits and increased monitoring of OHS, Forced Labour, and Working Hours.

In addition, based on the country risk assessment and the brand's double materiality analysis, OLYMP has developed three supplier-overarching projects: "Working conditions in the supply chain" to address Freedom of Association and social dialogue, "Occupational Health and Safety in the supply chain" and "Living Wages in the supply chain". All three projects have time-bound action plans and address the brand's highest and prioritised risks.

OLYMP sources from seven production locations in Bangladesh, accounting for 21% of the member brand's total FOB. The member has signed the International Accord and could show it has integrated the Accord Bangladesh Safety Program into action plans for its suppliers in Bangladesh. The Accord CAPs are closely monitored, and in the event needed, the member brand collaborates with the RSC and signatories of the International Accord on joint prevention, mitigation, and remediation.

Recommendation: Fair Wear recommends OLYMP to further improve its follow-up plans by creating an action plan per supplier based on the risk assessment. The action plan should include preventive and mitigation actions and should go beyond monitoring.

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: OLYMP collects extensive data on gender through its iMPACT Program and the worker sentiment surveys. OLYMP also added a gender lens to its risk assessment, the monthly overtime and rest day calculations to measure the impact of overtime on female workers and its supplier wage survey. Furthermore, during factory visits, the member brand also began discussing gender and gender-related issues with suppliers to increase awareness.

Although OLYMP identified gender based violence as one of the main risks in India and Bangladesh, the brand has not yet onboarded its suppliers in preventive workplace violence and harassment training.
In 2024, OLYMP began to include the gender impact of CAP actions per supplier, which each supplier is required to assess.

OLYMP has yet to systematically incorporate the gender lens in its preventive and improvement actions.

Recommendation: OLYMP has yet to systematically incorporate the gender lens in its preventive and improvement actions.
OLYMP is encouraged to create preventive actions related to gender issues, based on the analysed gender data and the assessed risks. The actions should go beyond monitoring.

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.	Basic	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.	2	6	0

Comment: OLYMP included some steps to encourage FoA and effective social dialogue in its action plans. OLYMP's HRDD policy commits to Freedom of association (FoA) and social dialogue and favours countries and suppliers that allow employees to form or join a trade union and/or bargain collectively, and prohibits onboarding of new production locations in China and Myanmar. From 2025 on, all (new) shirt suppliers (95% FOB) must undergo an onboarding training to strengthen the internal grievance mechanism and social dialogue. Furthermore, the member brand intensified its supplier monitoring by collecting more FoA-related data (see indicator 2.8) and began discussing FoA and grievance mechanisms with suppliers and workers. OLYMP also requires that each audit include a closing meeting with worker representatives to discuss the findings.

In 2024, one factory in Vietnam (accounting for 23% of the brand's FOB) participated in Fair Wear's Communication Programme with a strong emphasis on social dialogue.

Based on the brand's country risk assessment and double materiality analysis, OLYMP has developed supplier-overarching projects, including "Working conditions in the supply chain" to address Freedom of Association and social dialogue. The project is time-bound and involves evaluating available initiatives to strengthen FoA and social dialogue in the brand's supply chain. As a result, OLYMP is currently negotiating a Global Framework Agreement with IndustriALL (part 1 of the project). Part 2-4 includes evaluation of internal grievance mechanisms and their effectiveness (in progress), the effectiveness of worker committees (outstanding) and the improvements of these (outstanding).

Recommendation: Fair Wear encourages OLYMP to continue its project "Working conditions in the supply chain" and extend its efforts on supplier level.
Fair Wear recommends OLYMP to include more detailed steps to promote FoA and Social Dialogue in its supplier action plans, which go beyond monitoring.
OLYMP is strongly encouraged to ensure worker representatives are involved in the steps that the member takes to promote Freedom of Association and effective social dialogue.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.4 Member company actively supports a factory-level grievance mechanism.	Basic	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.	2	6	0

Comment: Suppliers' internal grievance mechanisms are assessed at the beginning of the relationship and monitored through the factory iMPACT Program, which includes a worker sentiment survey with questions on the internal grievance mechanism. While the iMAPCT Program evaluates the implementation of the factory's internal and Fair Wear's Grievance Mechanism, the worker sentiment survey focuses on whether workers trust the available grievance channels (effectiveness).

During supplier visits, the member brand discusses the internal grievance mechanism. Additionally, the supplier questionnaire also inquires information about whether grievance mechanisms are in place and the available channels, what kind of grievances were reported, the reporting lines, the records and the follow-up procedure. However, the information collected focuses more on the overall process per factory, rather than on the individual complaints.

Based on the collected information, OLYMP noticed that the most trusted channel for workers is the communication with the supervisors and management. However, this kind of dialogue is not documented, and therefore, its effectiveness cannot be evaluated.

Based on the brand's country risk assessment and double materiality analysis, OLYMP has developed supplier-overarching projects, including "Working conditions in the supply chain" to address Freedom of Association and social dialogue. The project also focuses on evaluating the effectiveness of factory-level grievance mechanisms.

OLYMP does not yet consider the effectiveness of the supplier's grievance mechanisms in its purchasing decisions.
OLYMP has yet to actively support the effectiveness of internal grievance mechanisms by organising training modules for workers and worker representatives, or by actively incorporating its monitoring results into improvement and prevention plans.

Recommendation: Fair Wear recommends OLYMP to not only monitor the internal grievance mechanisms at suppliers, but also supports these by, for example, organising training modules for workers and representatives.
Fair Wear recommends OLYMP to always involve suppliers and worker representatives in the assessment of the factory-level grievance mechanism and to share and discuss the outcome of the assessment with the above stakeholders, who should be encouraged to lead a discussion on how the mechanisms can be improved.
Fair Wear recommends OLYMP to ensure that the evaluation of factory-level grievance mechanisms of its suppliers is systematically considered in purchasing decisions.

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: OLYMP cooperates with several other Fair Wear members at its shared suppliers, responding to CAPs and complaints. In addition, OLYMP actively cooperates with another Fair Wear member in its iMPACT Program, but does not share production facilities with this member.

The member brand collaborates on implementing additional preventive measures, such as joining a living wage project with a non-Fair Wear member brand at a shared supplier.

Recommendation: Fair Wear encourages OLYMP to enhance its collaboration related to improvement and preventive measures with other customers.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	62%	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.	4	6	-2

Comment: During the performance check, the member could demonstrate that up to 62% of the Corrective Action plan (CAP) issues requiring actions have been followed up. The member followed up on corrective actions related to findings on Occupational Health and Safety, Freedom of Association, Overtime and wage issues.

However, more complex issues, such as payment of a living wage and excessive overtime, remain outstanding.

The level of remediation and impact of the ACCORD CAPs, addressing building, fire and electrical safety at the member brand's suppliers in Bangladesh, is as follows: the average progress rate for building safety is 93%, the average progress rate for fire safety is 79 % and the average progress rate for electrical safety is 99%.

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: For each CAP, OLYMP systematically evaluates the root causes of each finding. Root causes are, for example, a lack of awareness, monitoring and training and certification related to OHS, misinterpretation and lack of knowledge, mistakes related to wage findings, lack of transparency, inefficient capacity planning and overbooking of capacities related to working hour findings. OLYMP discusses the root causes of the findings with its suppliers. OLYMP is a signatory to the International Accord, which addresses the root causes of Occupational Health and Safety issues at its suppliers in Bangladesh, aiming to prevent their recurrence.

Some iMPACT Program audits verify the improvement of actions to validate whether these findings are resolved.

OLYMP has yet to further investigate the root causes of risks identified and to link appropriate (prevention) actions accordingly.

Recommendation: Fair Wear recommends OLYMP 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.	Basic	When no improvement or prevention programme is needed, Fair Wear expect its member companies to actively monitor the risk profile and continue to mitigate risks and prevent human rights abuses.	Use of Fair Wear workers awareness digital tool to promote access to remedy. Evidence of data collected, worker interviews, monitoring documentation tracking status quo.	2	6	0

Comment: OLYMP has one supplier in Germany and one supplier in Spain, where improvement or prevention steps are not needed. These cover 0.03% of the brand's FOB. OLYMP regularly reviews changes to the risk situation. The member brand collects wage data and includes these suppliers in its supplier surveys and questionnaires. However, OLYMP does not regularly visit these suppliers or maintain regular contact with the factory management and worker representatives/ local unions (where appropriate) to discuss possible human rights risks and take appropriate action when the risk profile changes.

Recommendation: OLYMP is recommended to create a systematic plan which details at which interval the member will discuss possible human rights risks at its suppliers and which human rights risks should be discussed.

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 financial year, one out of one Fair Wear assessment (audit) at a shared factory in India reported excessive overtime (working time per week exceeds 60 hours, workers do not receive one day off per seven days of work and intransparency regarding working hour records and hours actually worked). For a random sample of three external audit reports (iMPACT Program), two reports noted excessive overtime findings at a production facility in Bangladesh and China.

According to the member brand, the root causes are often that factories overbook their capacities, inefficient planning, and quality issues. The root cause analysis also showed that overtime does not affect all people at the factory at the same time and to the same extent, and that the most affected production step is finishing, including quality inspection, and packing and loading. Additionally, OLYMP states that creating transparency about overtime is one of the greatest challenges.

To closely monitor working hours, all suppliers must submit a working hour and rest day report. To remediate the issue, OLYMP continues with collaborative production planning and factory-level support on quality, technical and efficiency issues by sending its manufacturing consulting team. If a supplier informs OLYMP of a capacity bottleneck, the order planning will be adjusted accordingly. In the event of a delivery delay, the member brand discusses the cause with the supplier and allows an additional one to two weeks for delivery. Urgent orders are shifted to air freight; however, the supplier must cover the additional costs. According to the member brand, its responsible purchasing practices, as described in indicator 2.15, do not contribute to excessive overtime.

OLYMP could not show that its efforts resulted in reduced excessive overtime at the related suppliers. However, according to OLYMP, the brand notes improvements related to excessive overtime at some of its suppliers in the long run, as evidenced by fewer findings of non-transparent working hours and reduced excessive overtime during peak seasons.

Recommendation: Fair Wear advises OLYMP to discuss with its supplier which solutions included in the Fair Working Hours Guide are applicable.
Fair Wear recommends cooperating with other customers at the factory to increase leverage when mitigating excessive overtime.

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 financial year, one out of one Fair Wear assessment (audit) at a shared factory in India reported that wages could not be verified due to inconsistent or incomplete records, and allowances, bonuses or social security benefits were not paid as legally required. For a random sample of three external audit reports (iMPACT Program), two reports noted wage findings at a production facility in Bangladesh and one in Indonesia. Issues reported were wrong (maternity) wage calculations, lack of providing wage records to certain employees, illegal wage deductions, incomplete settlement sheets and findings related to bonus payments and non-payment of legal minimum wages.

For the findings at the shared supplier in India, the other Fair Wear member brand has the lead in the CAP follow-up. These findings are still open and not remediated. The member brand followed up on the findings at its suppliers in Bangladesh and Indonesia. For the supplier in Bangladesh, the follow-up audit validated that five out of six findings had been successfully remediated. One finding (payment date was not included on the worker's final settlement sheet) requires further attention and remediation. The finding of non-payment of legal minimum wages at the Indonesian supplier was remediated and verified by the member brand based on the provided evidence. A follow-up audit to validate the improvements is in progress.

Recommendation: Fair Wear strongly recommends OLYMP to follow up on the open wage findings at its supplier in India.
OLYMP must ensure that findings related to payments below legal minimum wages or legal wage components are not just prevented going forward but also remediated retroactively.
OLYMP is recommended to always verify whether legal minimum wage issues have been resolved in case factory management claims so. After verification, a validation assessment or audit should be conducted by an (Fair Wear) auditor.

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.	Basic	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.	2	6	0

Comment: OLYMP has a detailed overview of legal minimum wages for all suppliers. The overview includes the lowest factory wage versus the living wage benchmarks, and the gap between the two. The overview is updated regularly. While OLYMP collects wage information via its iMPACT Program and the worker sentiment survey, it has not yet analysed the root causes of wages lower than a living wage and how the brand's purchasing practices contribute to this.

Wage findings are discussed with suppliers, and wages in general are part of the iMPACT Program, which includes discussions with management. OLYMP discussed its living wage project with two suppliers; however, OLYMP has not yet systematically addressed wage discussions with all suppliers.

Requirement: OLYMP must assess the root causes of wages that are lower than living wages, taking into account its leverage and the effect of its own pricing policy. OLYMP is expected to take an active role in discussing living wages with its suppliers. The Fair Wear wage ladder can be used as a tool to implement living wages, to document, monitor, negotiate and evaluate the improvements at its suppliers.

Recommendation: Fair Wear encourages OLYMP to discuss with suppliers about different strategies to work towards higher wages and develop a systemic and time-bound approach. It is advised to start with suppliers where the member is responsible for a large percentage of production and has a long-term business relationship.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.12 Member company determines and finances wage increases.	Basic	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.	2	6	0

Comment: OLYMP has an overview of wages paid in production locations. In 2024, based on the brand's risk assessment and double materiality analysis, OLYMP created an internal project "Living wages in the supply chain". This project ensures that OLYMP provides staff resources and includes a detailed time-bound action plan to start a living wage project with one of the brand's suppliers. Therefore, OLYMP initiated a discussion about the living wage project with its supplier in Indonesia, where the brand has 40% leverage. However, for various reasons, the project with the supplier did not work out. OLYMP was also in contact with a trade union to join a Multi-Company Collective Bargaining Agreement (MCCBA). However, OLYMP does not source in regions in Indonesia where MCCBAs are active. As a next step, OLYMP initiated a discussion with its supplier in Vietnam (30% leverage) regarding the living wage project, which is currently ongoing. OLYMP's suppliers are not accustomed to working with open costing, and it requires effort to convince them of the project's need. The supplier is also reluctant to include worker representatives in the project. The aim is to start the project with a Fair Price App training to gain insight into the labour cost components. The project proposal includes milestones about the agreement on the project and a living wage benchmark, the calculation of the current wage gaps, open costing, setting up a concept for distributing higher wages and the implementation of a living wage. Additionally, OLYMP also participates in a living wage project with a shared supplier in Bangladesh. This project is also in the beginning phase.

Recommendation: Fair Wear encourages OLYMP to continue with both its living wage projects and to always include worker representatives.
OLYMP could provide suppliers who do not work with fact-based costing, training on product costing and how to quote prices, including (direct and indirect) labour costs. Fair Price product owners are available to conduct such training in all Fair Wear production countries.
OLYMP is recommended to investigate why some suppliers are reluctant to work with Fair Price or any other form of fact-based costing, if needed, with the support of Fair Wear's local teams.

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.	0%	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.	0	6	0

Comment: OLYMP does not yet contribute to higher wages at any of its production locations.

Recommendation: We encourage OLYMP to show that discussions and plans for wage increases have resulted in the payment of a higher 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: OLYMP received no complaints through Fair Wear's helpline in the past financial year.

In 2021, the brand received a complaint through the OECD National Contact Point (NCP) regarding the exit from a long-term business partner. OLYMP and the related stakeholders are still in the process of following up on this complaint. In 2024, a mediation meeting between the involved stakeholder parties (brand, trade union and civil society) took place, as well as an on-site meeting with affected stakeholders. The next steps still need to be defined.

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: OLYMP has a CAP finding at a shared supplier recommending training as a follow-up action. The brands sourcing from this factory have not yet decided to organise suitable training for this factory.
A Violence and Harassment Prevention Programme training was conducted at a supplier in Bangladesh in 2022.
In 2024, a Communication Programme training was conducted at a supplier in Vietnam, which is responsible for 23% of the brand's FOB.

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: The Communication Programme training report included recommendations for the member brand, such as to consult the supplier to ensure that trained teams are maintained, check with the supplier about the issues and the improvement plan, and consider continuing to support the factory in implementing more in-depth training programmes on communication, dialogue, or other appropriate topics as needed. OLYMP followed up on the recommendation by contacting the supplier and following up on the activities, and by including the feedback in its risk assessment.

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: OLYMP's human rights due diligence system includes a responsible exit strategy, which explains OLYMP's responsible disengagement process. The strategy requires evaluating the effect on workers when ending business with a supplier. Also, it includes a paragraph about a phase-out plan for suppliers where the brand has a leverage of more than 2%. However, the strategy does not take into account OLYMP's responsibilities when suppliers end their business relationship with OLYMP.

In the past financial year, OLYMP has not stopped any business relationship, but started the exit process of three suppliers in Albania, Bangladesh and Türkiye. The responsible disengagement process will be evaluated in the next Brand Performance Check.

OLYMP did not discuss the responsible exit strategy with all its suppliers.

Recommendation: OLYMP could discuss the responsible exit strategy with its suppliers, for instance as part of its supplier evaluation.

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: OLYMP undertakes activities related to human rights that go beyond Fair Wear's scope. This includes the Employment Injury Scheme (EIS), a social protection scheme in Bangladesh to provide compensation for work-related injuries. Additionally, OLYMP collaborates with Retraced to increase transparency and traceability throughout its supply chain. Furthermore, 97% of the member brand's fabric is sourced from STeP-certified (Sustainable Textile and Leather Production) production facilities. STeP is a certification system for chemicals management, environmental performance, environmental management, social responsibility, quality management, and workplace safety.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 22
Earned Points: 16

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: OLYMP communicates accurately about Fair Wear membership. The member brand communicates about Fair Wear on its website, social media platforms, and its Sustainability report and HRDD report to actively spread the Fair Wear message. OLYMP also utilises ongarment communication, and in 2024, it replaced the communication about its Fair Wear membership with more visible and prominent messaging on the front of each package. In addition, the member brand created a video clip about its membership at Fair Wear, which will be played in all stores from the fall/winter 2025 season on.

Recommendation: Fair Wear encourages OLYMP to intensify its communication to its customers and stakeholders about Fair Wear membership to actively spread the Fair Wear message.

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: OLYMP 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: OLYMP has submitted its Sustainability report and its HRDD report, verified by Fair Wear. OLYMP has published its Sustainability report on its website, while the HRDD report is published on Fair Wear's 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: OLYMP published its Sustainability and HRDD report, which includes some factory-level data and remediation results, on its and Fair Wear's website. While the Sustainability report presents OLYMP's HRDD efforts on a general level, the brand's HRDD reports provide details about the brand's risk assessments, the gender lens, and monitoring and follow-up activities at country-level. On supplier-level, the member brand shares the factory name and type, duration of the business relationship, number of workers and date of the last factory audit. OLYMP does not yet include supplier-level time-bound improvement plans. OLYMP discloses its full factory list on its website, the Open Supply Hub, as well as in its HRDD report.

Recommendation: OLYMP is recommended to include more factory-level data in its reporting and ensure suppliers consent with data sharing.
Fair Wear recommends OLYMP to merge its Sustainability report and HRDD report into one report.

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: OLYMP has a system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations. This internal evaluation system involves the CEO and top management, and strategic decisions regarding sustainability are made during these meetings. In its evaluation system, the member includes triangulated information from external sources, such as supplier feedback, feedback from workers through the worker sentiment survey and worker interviews, and stakeholder feedback through its double materiality analysis. OLYMP has not yet incorporated feedback from local stakeholders, such as trade unions, in its evaluation system.

Recommendation: Fair Wear encourages OLYMP to include feedback from local stakeholders in its evaluation system. Its upcoming collaboration with IndustriALL could support this.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.6 Level of action/progress made on requirements from previous Brand Performance Check.	Basic	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.	0	4	-2

Comment: The previous performance check included the following requirements: 2.7 Member company has a system to continuously assess human rights risks in its production locations, 3.2 Member company's action plans include a gender lens, 3.12 Member company determines and finances wage increases and 3.13 Percentage of production volume where the member company pays its share of the living wage estimate. Indicator 3.13 is an indicator with a repetitive requirement. OLYMP sufficiently followed up on indicator 2.7 and made some progress related to indicators 3.2 and 3.12 (basic scoring). For indicator 3.13, OLYMP could not yet show progress. For this year's Brand Performance Check, no requirement was given for indicator 3.13 again. Instead, OLYMP received two requirements: indicator 2.16 (demonstration of the link between the buying prices and the wage levels at factories) and 3.11 (root causes of wages below living wages). The follow-up on both indicators will support the member brand's efforts regarding its Living Wage project and will contribute, in the long run, to paying its share of a living wage (indicator 3.13).

5 Appreciation chapter

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

Comments: OLYMP has publicly responded to issues raised by consumers, several NGOs and stakeholder requests.

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

Comments: OLYMP has participated in lobby and advocacy efforts such as signing the CSDDD communication published by Fair Wear, public communication in newspapers, and providing feedback to organisations such as SOMO, CIR and GIZ on topics such as "alternative evidence" and "public procurement". OLYMP also participates in Coordination Association Request "Compliance System".

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

Comments: OLYMP joined the Textilwirtschaft Summit and gave a presentation about "Sustainability communication".

Recommendations to Fair Wear

The lessons on the learning platform are too superficial. For staff concerned with social compliance and Fair Wear issues, the training content is too basic.
The Brand Performance Check Preparation on the member hub does not work very well: the button "factories with relevant findings" shows very old and not uptodate findings or even factories which are since long time no more part of the brand's supply chain.
The action centre is very slow, does not save comments properly, etc.
The risk analysis on the member hub is not very workable. Some of the indicators are too difficult to verify/disprove (e.g. Factory management does not allow trade unions to approach workers) whereas simple indicators cannot be assessed, e.g. there is a grievance mechanism in place.
It is not possible to give a final rating per standard. It will be good, for example, if it is possible to add new individual indicators at Freedom of Association: the brand can reduce the risk of FoA if there is a CBA and an active trade union which is not a factory union, increase the risk if there is no union, no CBA and no grievance mechanisms, etc. A grading of the risk FoA is hence not possible.
OLYMP encourages Fair Wear to raise consumers' awareness about the value of sustainable products. Fair Wear and member brands could, for example, start a joint marketing campaign.

Brand Performance Check details

Date of Brand Performance Check: **21-10-2025**
Conducted by: **Annet Baldus**
Interviews with: Mr. Johann Trischerber - COO
Ms. Daniela Bethonico - Director Supply Chain
Ms. Manuela Pawlak-Uhlemann - Head of Production/Procurement
Ms. Katrin Schmuck - Head of Corporate Responsibility
Ms. Helen Zitzelsberger - Corporate Responsibility (Social)
Ms. Mona Neumeister- Finance Department / Accounting