Brand Performance Check

Schöffel GmbH & Co. KG

Publication date: January 2026

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: 156
Possible score: 208
Benchmarking Score: 75
Performance Benchmarking Category: Leader



Foundational system's criteria	Sourcing strategy	Identifying continuous human rights risks	Responsible purchasing practices	Quality and coherence of prevention and remediation system	Improvement and prevention	Communication, transparency and evaluation
100%	71%	80%	77%	87%	70%	73%

Summary:

Schöffel has shown advanced results on performance indicators and has made exceptional progress. With a total benchmarking score of 75, the member is placed in Leader category.

In 2024, the member brand faced challenges due to high inflation, lower demand, and geopolitical and global supply chain challenges.

Schöffel's sourcing strategy is focused on consolidation and long-term relationships. In 2024, production continued to move from Myanmar and China to Bangaldesh and Ethiopia. Therefore, the member brand strengthened its local presence by hiring local technicians in Ethiopia and Bangladesh, supporting its due diligence efforts on the ground.

The member brand conducts risk scoping at country and factory level and also covers sector, business model, sourcing model, and product level risks, including all eight labour standards. Schöffel has determined appropriate monitoring tools as an outcome of the risk scoping for all suppliers with heightened and enhanced risks. In addition, the member brand keeps extensive overviews on freedom of association, gender, wages, overtime and internal complaints mechanisms per production location.

Schöffel sources from three production locations in Myanmar, with a production volume of 20% compared to 26% of its total FOB in 2023. Following Fair Wear's expectations in Myanmar, Schöffel continued its due diligence efforts through regular assessments, site visits, capacity building and extensive collaboration with third-party organisations in the country. In 2023, the member brand decided to gradually disengage from Myanmar. In 2024, Schöffel ended its business relationship at two of its production locations in Myanmar.

Schöffel included comprehensive steps to encourage Freedom of Association and effective social dialogue. These steps include the implementation of social dialogue training in Myanmar and participation in a pilot project in Ethiopia aimed at strengthening the leadership skills of workers' representatives and promoting social dialogue.

Schöffel sources from four suppliers in Bangladesh, accounting for 15% of its total FOB production volume. The member company has signed the International Accord.

A general recommendation for Schöffel is to more actively incorporate worker and stakeholder input into its routine processes, such as through its local teams, to enhance the impact of its work.

Performance Category Overview

Leader: This category is for member companies who are doing exceptionally well, and are operating at an advanced level. Leaders show best practices in complex areas such as living wages and freedom of association.

Good: It is Fair Wear's belief that member companies who are making a serious effort to implement the Code of Labour Practices—the vast majority of Fair Wear member companies—are 'doing good' and deserve to be recognized as such. They are also doing more than the average clothing company, and have allowed their internal processes to be examined and publicly reported on by an independent NGO. The majority of member companies will receive a 'Good' rating.

Needs Improvement: Member companies are most likely to find themselves in this category when major unexpected problems have arisen, or if they are unable or unwilling to seriously work towards CoLP implementation. Member companies may be in this category for one year only after which they should either move up to Good, or will be moved to suspended.

Suspended: Member companies who either fail to meet one of the Basic Requirements, have had major internal changes which means membership must be put on hold for a maximum of one year, or have been in Needs Improvement for more than one year. Member companies may remain in this category for one year maximum, after which termination proceedings will come into force.

Categories are calculated based on a combination of benchmarking score and the percentage of own production under monitoring. The specific requirements for each category are outlined in the Brand Performance Check Guide.

Company Profile Schöffel GmbH & Co. KG

Member company information

Member since: 1 Jan 2011
Product types: Workwear, Outdoor wear and outdoor products and Sportswear
Percentage of turnover of external brands resold 0%
Member of other MSI's/Organisations Bluesign, GOTS, EOG, International Accord - Bangladesh and EuroCham Myanmar; MADE in Myanmar
Number of grievances received last financial year 8

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

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

Production Country	Number of production locations	Percentage of production volume
Viet Nam	19	27.09%
Myanmar	5	19.95%
Bangladesh	8	15.11%
Ethiopia	1	14.8%
China	10	8.04%
Ukraine	1	7.23%
Indonesia	3	3.88%
Cambodia	2	2.37%
Portugal	3	0.52%
Germany	2	0.43%
Italy	1	0.27%
Türkiye	1	0.15%
Albania	1	0.14%
Hungary	1	0.02%
Latvia	1	0%
Bulgaria	1	0%

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: Schöffel has a solid Human Rights Due Diligence policy in place which is published on the company website.

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: Schöffel discloses 90% of production locations internally through Fair Wear's information management system. Fair Wear does not yet disclose Chinese factories on its website and is, therefore, lenient when members do not disclose Chinese factories.

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

Comment: Schöffel discloses 90% of production locations externally on Fair Wear's transparency portal.
Fair Wear does not yet disclose Chinese factories on its website and is, therefore, lenient when members do not disclose Chinese factories.

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

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

Possible Points: 90
Earned Points: 68

Indicators on Sourcing strategy

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

Comment: Schöffel has a written sourcing strategy addressing influencing labour conditions. The member has 60 production locations in 16 countries, including support processes such as printing or embroidery. 50% of the production volume comes from suppliers where the member has at least 10% leverage. The leverage decreased compared to the previous year (79%) as Schöffel moved production, for example, from Myanmar to Bangladesh. 10% of the production volume comes from suppliers where Schöffel buys less than 2% of its total FOB (compared to 9% in the previous year). The member brand consolidates its supplier base to the extent possible, but has made some exceptions in 2024. The member added more tail-end suppliers because production from Myanmar is allocated to Bangladesh. This process started in 2023. The member's sourcing strategy explicitly focuses on increasing influence through active cooperation with other buyers.

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

Comment: Schöffel has a sourcing strategy that focuses on maintaining long-term relationships. 73% of the members' FOB volume comes from suppliers with whom Schöffel has had a business relationship for at least five years. The member commits to long-term contracts with one supplier producing for Schöffel Sport. The written agreement is in place until 2027.

Recommendation: Fair Wear recommends Schöffel to extend its commitment to long-term contracts with other suppliers, for example, those suppliers that are producing for Schöffel Sport.

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: Schöffel conducts risk scoping and includes all risk factors in line with the OECD requirements. This extensive analysis utilises country studies, risk-checking tools, and stakeholder insights to identify potential risks at the country level, encompassing all eight labour standards. Additionally, Schöffel has done a scoping of the sourcing and business model risks (for example licensee cooperation) as well as product-specific risks. The member has accurately evaluated the impact and prevalence of these risks, and the analysis includes a gender perspective. Based on the risk assessments, the brand has adjusted its sourcing strategy, reducing production in Myanmar and China. In 2025, the member will relocate production to a newly built facility in Laos, which is owned by an existing partner. Schöffel is aware of the high risk of child labour and is proactively addressing the potential risk, e.g through additional monitoring and the help of the local technician in Vietnam.

To date, Schöffel's sourcing strategy does not mention a preference for countries where workers can freely form or join trade unions and/ or bargain collectively. The members' focus is on directly improving conditions at the production sites. This includes, for example, measures to improve social dialogue through capacity building and monitoring of grievance mechanisms.

In recent years, Schöffel continued production in Myanmar, but in 2023, it decided to gradually and responsibly withdraw from the country. The company worked with two long-term partners. Following Fair Wear's expectations in Myanmar, Schöffel continued its due diligence efforts. The member brand is aware of the risks and violations associated with the military junta, including human rights and labour law risks. According to Schöffel's risk scoping, freedom of association, employment is freely chosen, child labour, and low wage payments are rated as the highest risks. Schöffel has a production volume of 20% in Myanmar, which is a decrease compared to the previous financial year.
Schöffel sources from four suppliers in Bangladesh, responsible for 15% of the member's total FOB. Schöffel is a signatory of the International Accord for Bangladesh, which addresses the high risks of occupational health and safety in this country and at its suppliers.

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

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

Comment: It is the standard process for Schöffel to inform new suppliers about Fair Wear membership by sending information on the Fair Wear requirements. This process has been followed for all three production locations onboarded last year in Bulgaria, Hungary, and Indonesia. Additionally, the brand initiated a dialogue with suppliers regarding human rights and how the supplier and Schöffel can collaborate on this topic. In general, Schöffel has a new onboarding strategy process, which includes a continuous pre-onboarding process of the sourcing team to select potential new suppliers.

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: Schöffel collects human rights information of potential new suppliers. This includes factory inspections and dialogue with the management, the Fair Wear questionnaire, consultation of relevant stakeholders and other Fair Wear members, review of external audit reports and Corrective Actions Plans (CAP) follow-up where available. Visits of the member's Corporate Responsibility (CR) staff or the Director of Quality and Corporate Sustainability are also part of the due diligence process. The decision to start working with a new supplier is made during team meetings with production, management and CR. Schöffel will terminate the onboarding process if a supplier does not meet the basic requirement to improve human rights due diligence. The brand collects information from workers and stakeholders to inform sourcing decisions when available, such as utilising existing audit reports that include worker interviews. In 2024, reports were available for the Indonesian supplier, which also included interviews with workers. For the supplier in Hungary (Headquarters and Cutting Process) and its new production location in Bulgaria (Sewing Process), no assessment was uploaded.

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: Schöffel has added three new production locations in Bulgaria, Hungary and Indonesia. The member brand shared information about Fair Wear's Code of Labour Practices (CoLP) and the complaints helpline within the first year of business. This is done in the form of an online meeting, explaining what suppliers can expect when working with a Fair Wear member, including the Fair Wear audit process, training, and other relevant details. Additionally, Schöffel staff visited all three production locations, raising awareness on the topics with management. The Worker Information Sheet has been posted. As in Bulgaria, Hungary, and Indonesia, Fair Wear does not offer any kind of training. Schöffel did not organise its own training comparable to the Workplace Education Program (WEP) Basic or Onboarding for its three new production locations, which would have raised additional awareness about the Fair Wear CoLP, the complaints helpline, or the importance of social dialogue. Schöffel planned and organised onboarding training for two new suppliers in Bangladesh, which, however, got postponed to 2025 due to the situation in the country in 2024.

Recommendation: Schöffel is recommended to organise onboarding sessions specifically focusing on the CoLP and the grievance 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: Schöffel has a systematic approach to assessing human rights risks in its supply chain and has assessed the risks for each production location. It has identified the right tools and frequencies for most countries, enrolling suppliers in audits and organising on-site visits by Schöffel's Corporate Responsibility (CR), Quality, and Purchasing staff on a regular basis, while the documents received are checked across different departments, which helps verify the current status of the production locations. In Vietnam, Myanmar, Bangladesh, and, since 2024, also in Ethiopia, the member assesses human rights risks through frequent factory visits by local Schöffel technicians. The visits focus on regular quality and compliance inspections for monitoring and a corrective action plan (CAP) follow-up.

In Myanmar, Schöffel's enhanced HRDD actions in Myanmar include frequent factory assessments and visits by the brand's local staff, capacity building and extensive collaboration with third-party organisations in the country. Furthermore, Schöffel is a member of EuroCham Myanmar and participates in the MADE project (Multi-stakeholder Alliance for Decent Employment in the Myanmar Apparel Industry) to further support the production facilities in complying with social standards and working conditions. The external organisation MADE conducts full factory assessments on an annual basis. The assessment reports are closely monitored by the brand's CSR manager and MADE. Additionally, the brand utilises worker voice surveys conducted by a third-party service provider to gather worker input at its production locations in Myanmar. In 2024, Schöffel ended its business relationship at two of its production locations in Myanmar due to repeated instances of critical non-compliance that failed to show adequate improvement.
In China, Schöffel visited its partners in 2024. The brand's general approach in the country includes frequent meetings with top management to discuss Corporate Responsibility (CR) topics, assessments, and training in 2024. In Cambodia, activities included joint follow-up with another brand and a training on the factory-level grievance mechanism. In Ethiopia, Schöffel conducted several on-site visits and participated in a pilot project on strengthening worker representation, jointly with GIZ, in 2024. In Türkiye, the efforts included a Fair Wear assessment accompanied by CR staff, and collaboration with other sourcing brands. In Ukraine, the brand began to phase out production.

All audits and assessments commissioned by Schöffel include interviews with workers and management to ensure a comprehensive understanding of the conditions at each site. Another focus is on issues like working hours, wage payments, and freedom of association, with Schöffel actively engaging with suppliers to address these challenges. In 2024, the brand introduced a new supplier questionnaire, which is shared with all suppliers unless an audit is conducted. Schöffel has an appropriate system for evaluating factory risk assessments to identify risks at Bangladeshi suppliers and has access to assessments of RMG Sustainability Council (RSC). The member is a signatory to the International Accord.

Recommendation: Fair Wear recommends Schöffel to assess whether the member causes, contributes or is linked to the identified risks.

Fair Wear recommends Schöffel to systematically incorporate and document worker input collected through direct engagement and dialogue at the factory level, with the help of its local teams, to further enhance the impact of its work.

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).	Intermediate	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.	4	6	0

Comment: Schöffel has mapped the risks to FoA in all its sourcing countries and can explain the main risks per country, including those affecting women workers. The identified risks include systemic violations of the right to Freedom of Association at the national level, non-democratically elected worker representatives, and the presence of yellow unions. Schöffel utilises this information to gauge the risks associated with its suppliers and to determine how to engage them on these issues. In Myanmar, Vietnam, Bangladesh and Ethiopia, local technicians communicate regularly with workers and occasionally with worker representatives and trade unions. Currently, this information is not yet captured in a systematic overview. Schöffel created a new supplier-level monitoring questionnaire, which includes questions on worker representation and internal grievance mechanisms, as well as gender data of worker representatives. The brand is aware of which suppliers have established trade unions and collective bargaining agreements (CBAs). Additionally, audit reports are employed to map supplier-level risks and identify areas for improvement.

Recommendation: Schöffel is recommended to capture the information collected by its local technicians in a systematic way. The brand should also start analysing the specific FoA-related data collected via its local technicians and supplier-level monitoring questionnaire to inform its action plan.

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.	Intermediate	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.	4	6	0

Comment: The member could show it understands the gender risks for its sourcing countries and identify discrimination, sexual harassment and gender-based violence as important risks prevalent in Cambodia, Myanmar, China and Türkiye. Additionally, Schöffel actively collects gender data per factory. The data includes the percentage of female workers, supervisors, and trade union and/or worker representatives; any previously reported gender-related issues; the status of written non-discrimination and anti-harassment policies; and information on maternity and paternity rights and benefits. This information is gathered through a questionnaire completed by the suppliers. The member has yet to analyse the collected gender-disaggregated data at the factory and country levels. However, the brand initiated dialogue with various suppliers on the root causes of gender discrimination, for example, in Bangaldesh as well as in Ethiopia, where the brand included a gender focus in its social dialogue programme with the German Corporation for International Cooperation.

Recommendation: Fair Wear recommends the member to start analysing the gender data collected at country and factory levels and connect them. Fair Wear's gender instruments can be helpful.

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: Schöffel has a strong and systematic evaluation system for assessing suppliers' human rights performance. It incorporates a structured scoring system that is applied during performance assessments. Various criteria, including quality, price, delivery, product development, and corporate responsibility, are considered, each with different weightings, with corporate responsibility receiving the highest importance. This includes aspects such as the supplier's follow-up on CAP and resolution of complaints. The brand collaborates with suppliers to promote continuous improvement; however, if a supplier fails to demonstrate effort or willingness to improve over a specified period, the brand will terminate the business relationship. Schöffel proactively shares the evaluation's outcome with its suppliers and discusses it where relevant. Additionally, the brand has not yet gathered information regarding the human rights performance of the production locations used by its licensees.

Recommendation: Schöffel is strongly recommended to evaluate the human rights performance of suppliers used by its licensees.

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: Schöffel uses the outcomes of its human rights monitoring to address unauthorised subcontracting. There is no evidence of missing first-tier location subcontractors in the database. For Schöffel, disclosure of supplier details, including subcontractors, is part of the agreement the company signs with each supplier. Information is cross-referenced with sources such as factory visits, audit results, supplier discussions, and reviews of the production process. The member prevents unauthorised subcontracting by visiting suppliers during production and regularly reviewing documents, including the Fair Wear questionnaire, supplier register, financial records, and inspection reports. Local technicians are trained to monitor subcontracting onsite, and as mentioned before, in 2024, the brand invested in local representation in Ethiopia and Bangaldesh. Schöffel addresses subcontracting in its licensing agreements.

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: Schöffel has identified whether homework is prevalent in its sourcing countries. According to the member, there is a very low risk of homeworkers being used by its suppliers because of the highly technical products developed by the brand. In addition, frequent in-person visits by the brand's technicians, especially at the strategic partners in Myanmar, Vietnam, Ethiopia and Bangaldesh, reduce the risk. The supplier questionnaire also includes a question about whether homeworkers are part of the suppliers' workforce.

Indicators on Responsible purchasing practices

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

Comment: Schöffel uses written framework agreements with suppliers that include penalty and liability clauses. These contracts do not support human rights due diligence because they place disproportionate burdens on suppliers, for example, imposing penalties for delays, partial shipments, or quality issues without requiring proof of supplier fault, even though liability clauses do require such proof. The contracts also contain high penalties for copyright violations and unauthorised subcontracting. Though none have been applied in the five years since the frameworks were established, according to Schöffel. Payment terms are defined separately, and suppliers are paid within one week of receipt of the invoice. Although the contracts reference the CoLP, they neither support human rights due diligence nor outline shared responsibilities for implementing the CoLP. Since the last Brand Performance Check, the brand has begun revising the framework contracts, consulting a legal advisor as well as Fair Wear's equitable sourcing expert. As this is a longer process, no improved contract was ready at the time of the brand performance check.

Recommendation: Schöffel is advised to update the contracts, including the comments of Fair Wear's equitable sourcing expert.

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: Schöffel actively shares relevant corporate responsibility information with other departments. There is an active interchange of information between corporate responsibility and other departments to enable coherent and responsible business practices. This is done through weekly interdepartmental meetings to discuss operational issues where corporate responsibility-related updates are shared, monthly meetings between the corporate responsibility and purchasing departments, and bi-monthly meetings of the sourcing group, including top management, purchasing, logistics, corporate responsibility, and quality. The member has not yet incorporated responsible business practices into job role competencies, nor do sourcing and purchasing staff work with KPIs that support effective sourcing and pricing strategies.

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

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

Comment: Schöffel utilises a fully digital, integrated system for production forecasting, planning, and delivery, leveraging an internal ERP data system. This digitisation has improved efficiency, lead times, and transparency. Orders are consolidated and placed by season, adhering to factory-specific lead times, with regular quality control visits from Schöffel technicians. Suppliers are informed that production planning must be achievable during regular hours, and forecasts are shared four months prior to order placement. Never Out of Stock (NOS) products are produced during the low season to ensure flexible delivery times. Production timelines are collaboratively calculated, and Schöffel monitors factory capacities using datasheets to analyse peak and low seasons before placing orders. The brand shared two examples of how it successfully overcame challenges related to planning in 2024. One was the blockage of the Suez Channel, which led to adaptation to longer sea shipment times and adjusted lead times. Another example was the demand for an earlier delivery of the skiing collection, which was successful thanks to continuous and open dialogue with the supplier, including capacity booking and early material order placement.

In 2023 and 2024, an interdisciplinary project (encompassing product, planning, controlling, sales, logistics, and sourcing teams) was initiated within Schöffel, focusing on demand planning, inventory management, supply planning, procurement, and coordination. The project's ultimate goal is to develop and implement a precise sales/volume plan that ensures smooth coordination and collaboration among all relevant teams.

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.	Advanced	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.	6	6	0

Comment: Schöffel has a strong understanding of the wage levels at its suppliers and connects this understanding to its own buying prices. Schöffel works with fact-based costing, has advanced insight into the labour component of its prices, and knows the actual number of sewing minutes required for a style. The brand knows the labour minute value at all of its suppliers. Schöffel includes changes in the legal minimum wage or inflation in its buying prices.

However, there are exceptions with two suppliers from Schöffel PRO who were unwilling to use the brand's cost sheet due to hesitation in providing this level of transparency regarding prices. Since the last brand performance check, both suppliers have shown progress. One supplier is using open costing, and the other supplier has begun using open costing for some products. To continuously address this issue, Schöffel conducted a plausibility check via wage analysis to verify that wage levels support at least the legal minimum wage payment.

Recommendation: Schöffel is recommended to stay in dialogue with suppliers from Schöffel PRO who are reluctant to work with open costing. The option of exchanging with another supplier (who has been using open costing for many years) from Schöffel might be helpful.

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: Schöffel's sourcing model purposely excludes the use of sourcing intermediaries.

Layer 3 Prevention, mitigation and remediation

Possible Points: 96
Earned Points: 72

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

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

Comment: Based on the risk identification described in chapter two, Schöffel has linked country risks to appropriate follow-up for factories, covering 88% of the total FOB. The remaining 12% have action plans, but on a very granular level, e.g. mentioning CAP follow-up. The production country risk, as well as production volume and leverage, influence the prioritisation of improvement and prevention plans per factory. Current focus countries are Myanmar, Bangladesh, Vietnam and Ethiopia. Whenever harm is identified in a CAP or complaint, it serves as the basis for the brand's improvement plan per factory.

As Schöffel produces in Myanmar, priority is given to improvement programs, including assessments and capacity building through a third-party partner in Myanmar. In 2023, Schöffel decided to gradually withdraw from Myanmar. Each quarter, Schöffel submits a Myanmar progress report for each factory, covering the following focus areas: FoA and access to remedy, grievance mechanisms, forced labour, economic linkages to the military, security risks, addressing salient risks (OT, wages, unfair dismissal), and credible information and reporting. The action plans have been detailed (see indicator 2.7 for specific factory-level actions). In 2024, Fair Wear required brands sourcing in Myanmar to ensure their suppliers paid workers a minimum of 310,000 Kyat per month (approximately equivalent to 10,000 Kyat per day). Although Schöffel could show that wages increased, it has not achieved this wage goal in 2024. At the remaining supplier, where the brand is still sourcing, 69% of the workers receive a daily wage above 10.000 Kyat (monthly guaranteed wage, including transport, lunch bonus, etc., excluding overtime payments). Approximately 31% of the workers, who are mainly performing tasks as helpers, are not yet receiving a daily wage that meets Fair Wear's requirements. As the brand is in the process of ending the business relationship with the remaining production location within the next year, there is no action plan in place to financially support wage increases.

Schöffel is a signatory of the International Accord, and all suppliers in Bangladesh are covered by the RSC. The member company closely monitors the remediation process at its suppliers and collaborates on joint prevention, mitigation, and remediation with the RSC and signatories of the International Accord.

Recommendation: For all factories that currently only have 'CAP follow-up' as the main action, we recommend making this more specific by highlighting the prioritised risk area in the overview, e.g., freedom of association, occupational health and safety, etc.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Intermediate	The prevention and improvement programmes should ensure equitable outcomes. Thus, a gender lens should be incorporated in all programmes regardless of whether or not the programme is specifically about gender.	Proof of incorporation of the gender lens in follow up programmes, including stakeholder input.	4	6	0

Comment: As described under indicator 2.9, Schöffel collects gender-disaggregated data for all suppliers. The data comprises the percentage of female workers, supervisors, and trade union/workers' representatives; gender-related issues previously reported; the status of written policies for non-discrimination and anti-harassment; maternity rights and benefits; and paternity rights. This information is collected through a questionnaire filled out by the suppliers. If gender-related issues are found during audits or complaints, these are followed up on and integrated into the improvement plans. Since 2023, the brand has enrolled two suppliers in the violence and harassment prevention training programme, which was still ongoing in 2024. In addition, the brand also focused on gender in the development of the pilot project for strengthening worker representatives and social dialogue with GIZ. To date, the member brand does not yet include a comprehensive gender lens in all action plans.

Recommendation: Fair Wear recommends Schöffel to extend the gender lens to more action plans and to make it more comprehensive.

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.	Advanced	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.	6	6	0

Comment: Schöffel included comprehensive steps to encourage Freedom of Association and effective social dialogue in most action plans. These steps include the implementation of the following activities: social dialogue training and strengthening Workplace Coordination Committees (WCCs) with the support of SMART Factories Programme (Smart) and Multi-Stakeholder Alliance for Decent Employment (MADE) in Myanmar; Participation in the pilot project on strengthening workers' representatives' leadership skills and social dialogue, supported by the GIZ office in Ethiopia; and participation in the Multi-Company Collective Bargaining project (MCCBA) in Vietnam, which has been on hold by the organisers since mid 2024. Additionally, Schöffel enrolled one Vietnamese supplier in Fair Wear's WEP Communications Programme as a preventive measure to strengthen social dialogue; another Vietnamese supplier will be enrolled in the near future.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.4 Member company actively supports a factory-level grievance mechanism.	Intermediate	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.	4	6	0

Comment: Schöffel actively supports and monitors the effectiveness of internal grievance mechanisms. The brand has an overview of the internal complaints mechanisms at the production partners, including the channels available to address grievances, the defined process (with responsibilities and a timeline for addressing complaints), and whether written records and meeting minutes are maintained. In a comment field, each grievance mechanism is described in more detail. The brand evaluates each supplier in high-risk countries to assess the effectiveness of their internal grievance mechanisms. Follow-up action has been identified for some of them. Additionally, the supplier questionnaire includes records of the number of complaints received and the three most common internal complaints that have been reported. Schöffel responds when the mechanism is reported ineffective in a CAP or complaint. The member company has specifically targeted factories identified during assessments as high-risk or those with complaint mechanisms requiring improvement.

In Myanmar, the brand analysed the usage of internal mechanisms and information on the provided remediation to workers. According to Schöffel, the number of grievances raised indicates that the system is being used and is effective. In the prevention plan for one supplier, training on effective grievance mechanisms is planned in 2025. Schöffel has yet to involve suppliers and worker representatives in the assessment of the factory-level grievance mechanism and share the outcomes for further discussion.

Recommendation: Fair Wear recommends Schöffel 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 Schöffel 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: Schöffel cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and complaints. Schöffel can demonstrate it works on joint prevention, mitigation and remediation with the RSC and signatories of the International Accord. There is increased collaboration with other brands in Myanmar and Ethiopia to strengthen social dialogue and improve the quality of working conditions.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	84%	Fair Wear expects members to show progress towards the implementation of improvement programmes. Members are expected to be actively involved in the examination and remediation of any factory-specific problem.	Progress reports on improvement programmes.	6	6	-2

Comment: In the past financial year, Schöffel has received six factory assessment reports. During the Brand Performance Check, Schöffel could demonstrate with samples that more than two-thirds of the CAP issues requiring improvement actions have been addressed. Schöffel collects factory feedback and proof of evidence for resolved findings while addressing CAP findings. Schöffel has made a significant effort to improve the lives of workers at its production locations in Myanmar. The member continues to monitor the situation with the support of MADE Myanmar and two worker voice surveys were conducted by a third-party organisation. Additionally, Schöffel's local technicians visit the production location regularly to assess the situation and discuss potential improvements. The member actively monitors overtime, wage payments and factory-internal social dialogue.

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: Schöffel has identified some root causes of the CAP issues and discussed these with its suppliers. The member plans to integrate root causes for each finding when using the new online CAP. Schöffel identified cultural aspects as a common root cause of health and safety findings, such as ergonomics or PPE usage. The member has started to develop some preventive steps addressing these root causes and, in the case of Bangladesh suppliers, recognises the positive effect of RSC, which supports the identification and resolution of risks and harms.

Due to the military takeover and the current situation in Myanmar, Schöffel is conducting heightened human rights due diligence (HRDD). This includes frequent monitoring activities. Most root causes come back to operating in a conflict zone.

Recommendation: Fair Wear recommends Schöffel to start using the online CAP in 2025 and to systematically include root causes for each finding.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.8 Member company validates risk profile and maintains regular dialogue with factories where no action plan is needed.	Intermediate	When no improvement or prevention programme is needed, Fair Wear expect its member companies to actively monitor the risk profile and continue to mitigate risks and prevent human rights abuses.	Use of Fair Wear workers awareness digital tool to promote access to remedy. Evidence of data collected, worker interviews, monitoring documentation tracking status quo.	4	6	0

Comment: Schöffel has some suppliers for whom action plans are not needed, these cover 1,2% of the members' total FOB. Those factories are based in Germany, Latvia, Italy and Portugal. The member is in regular contact to discuss human rights developments. Schöffel regularly reviews changes to the risk situation. Since 2024, the brand has also shared the annual supplier questionnaire with its suppliers in Latvia, Italy, Portugal and Hungary, which serves as an important monitoring tool. The member brand has not yet included worker representatives or local unions in these discussions.

Recommendation: Schöffel is recommended to consult local stakeholders (e.g. national trade unions, local civil society organisations etc.) to ensure external stakeholder input is collected on possible human rights risks.

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

Comment: In the previous year, three out of six factory assessments mentioned findings related to excessive overtime. Schöffel keeps an extensive overtime analysis for all audits, which includes root causes, corrective actions and remediation status. According to the member, production planning issues, high fluctuation rate of skilled workers, inadequate management systems, and limited awareness of labour law requirements are contributing factors to excessive overtime at those three suppliers. The member has taken action to address the root causes of the issue but could not yet show these lead to reduction of excessive overtime. As described in indicator 2.15, the member continuously works on improving its own planning process to ensure it is not contributing to excessive overtime due to its orders. In general, Schöffel explained that suppliers are currently facing low demand and are requesting additional orders to maintain full production lines.

Recommendation: Fair Wear recommends to validate that the member's brands' mitigation efforts led to overtime reduction. 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, three assessments included findings regarding non-payment of legally required wage elements. In Myanmar, two suppliers did not adequately implement the minimum wage increase in the form of an additional daily allowance of 1000 MMK, which came into force in 2024. One of these two suppliers paid the wage gap retrospectively to workers and payroll records were provided. For the other supplier, the brand followed up, but verification was not permitted due to the supplier's disengagement plan. At a Turkish supplier, the recurring issue of intransparency and inadequate record-keeping was discussed, but remediation remains ongoing.

Recommendation: Fair Wear strongly recommends Schöffel to continue the dialogue with its Turkish supplier that continues to be intransparent and does not keep adequate records.

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.	Intermediate	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.	4	6	0

Comment: Schöffel conducts a thorough root-cause analysis to determine why wages at suppliers are below the living wage. Schöffel has an extensive overview of wage levels at all production locations, which is updated annually using audit data or data from supplier questionnaires. Through its analysis, the brand identifies suppliers that pay wages below the living wage estimates, considering the mode wages of sewing workers, including benefits but no overtime. The Interdepartmental meetings are held to discuss the findings and challenges the supply chain faces, including price levels, improving supply chain efficiencies, and cooperating with other brands. However, the member brand also shared the current limitations to start discussions on living wages with suppliers due to an overall decrease in orders.

Recommendation: Fair Wear encourages Schöffel to discuss strategies how to increase wages with one or two selected suppliers where the member is still 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: Schöffel has begun addressing the topic of living wages internally by assessing the wage situation across its entire supply chain using a fact-based costing method. Currently, there is still no clear strategy for financing the wage increase. In 2024, the member focused on supply chain efficiencies and cooperation with other brands. Some production partners are committed to this process and are setting prices that ensure workers receive a living wage.

Recommendation: In determining what is needed and how wages should be increased, it is recommended to involve worker representation.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.13 Percentage of production volume where the member company pays its share of the living wage estimate.	15.7%	Fair Wear requires its member companies to act to ensure a living wage is paid in their production locations to each worker.	Member company's own documentation such as reports, factory documentation, evidence of Collective Bargaining Agreement (CBA) payment, communication with factories, etc.	2	6	0

Comment: An analysis based on audit data shows that wages at suppliers responsible for 15,7% of Schöffel's FOB are above the Anker or the Wage Indicator living wage estimate, comparing mode sewing workers' wages.

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

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

Comment: Schöffel received 12 complaints in the past financial year from its suppliers in Bangladesh, Myanmar and Vietnam. The member actively responded to these complaints in accordance with Fair Wear's grievance mechanism, and all complaints were resolved. Two complaints were received from Bangladesh, one related to living wage and legally binding employment relationships, which was forwarded by RSC, and the other complaint was related to discrimination and legally binding employment relationships. The brand received a total of three complaints in Vietnam, which were related to employment is freely chosen, legally binding employment relationships, living wages and reasonable hours of work. In Myanmar, Schöffel received seven complaints (of which five were submitted via Fair Wear and two via MADE Myanmar) regarding issues such as discrimination, living wage, legally binding employment relationships, safe & healthy working conditions, reasonable hours of work, and employment being freely chosen. The member shared several examples of how it prevents similar complaints from occurring in its supply chain. In Myanmar, for example, the brand proactively inquired about the supplier's retrenchment plan as part of the factory closure and provided guidance regarding severance laws in cases of layoffs. Another complaint in Myanmar about unauthorised deductions from workers' wages led to additional monitoring at all factories of the same supplier. In Bangladesh, following a complaint about excessive overtime, the brand introduced monthly working time monitoring at all of its production locations in Bangladesh.

Recommendation: Schöffel could proactively involve worker representatives in both resolving complaints and preventing them from recurring.

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: Schöffel has some CAP findings where training is recommended as a follow-up action. The member has enrolled most of its suppliers in training that is part of the improvement or prevention programme. Over the last three years, seven suppliers (Vietnam and China) were enrolled in WEP Basic training, two suppliers were enrolled in the Violence Prevention and Harassment Module, another Turkish supplier was onboarded in the Factory Dialogue Module, one Vietnamese supplier was enrolled in the Communication Training, and two suppliers were enrolled in the onboarding training. Additionally, the brand piloted a social dialogue training program in Ethiopia in collaboration with GIZ, and all Bangladeshi suppliers participated in Occupational Health and Safety (OHS) training provided by RSC. In Myanmar, the member brand's main suppliers conducted various training sessions on OHS, including Chemical Management, facilitated by an external third party.

Recommendation: The member is recommended to implement training for all factories where this is part of its action plan and also for those factories were the risk has not yet materialised, i.e. beyond the risk assesment.

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: Schöffel followed up on all training results by structured follow-up with other brands sourcing from the supplier. When available training reports are forwarded to the suppliers, with the advice to share them with the worker representatives and convey the learnings to the remaining workers and factory management. After the factories were trained, Schöffel discussed training outcomes and further needs and included this information in the risk monitoring. The process was followed for the Fair Wear training programmes. The member uses the training results as input for its human rights risk monitoring in its standard procedure.

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

Comment: Schöffel's human rights risk monitoring includes a responsible exit strategy. In 2023, Schöffel decided to stop production at two of its locations in Myanmar due to repeated critical non-compliances that had not been adequately addressed. The disengagement was conducted stepwise in accordance with a responsible disengagement plan. Next to Schöffel, most other brands that also source from these locations decided to leave the factories, which will ultimately result in the closure of the production locations. The owner of the locations has shared a detailed plan with Schöffel on how to support workers. The actual disengagement of the member brand occurred in 2024. During the disengagement process, Schöffel's local staff were on-site to monitor the process. Although the actual implementation of the plan could not be verified, the member indicated that, because none of the workers filed a complaint, the member expects that everything was handled according to plan.

In the past financial year, Schöffel ended the collaboration with five other production locations. One supplier was exited after the first order due to incompatibility on both sides; three suppliers were phased out as Schöffel consolidated its production base; one exit resulted from Schöffel's consolidation, combined with limited capacity at the factory.

Recommendation: Schöffel is recommended to include the responsible exit strategy as part of its suppliers' agreement or contract.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.18 Member company's measures, business practices and/or improvement programmes go beyond the indicators or scope.	Member company's activities do not go beyond the indicators or scope.	Fair Wear would like to reward and encourage members who go beyond the Fair Wear policy or scope requirements. For example, innovative projects that result in advanced remediation strategies, pilot participation, and/or going beyond tier 2.	Overview of Human Right risk monitoring, remediation and prevention activities and processes.	N/A	6	0

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: Schöffel communicates accurately about Fair Wear membership on its website. The member also uses other channels to inform customers and stakeholders about Fair Wear membership, such as its own website, social media channels, brochures, lookbooks, press releases, internal training manuals, external representations, trade shows and consumer events. The member actively spreads 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: Schöffel 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: Schöffel has submitted its social report, which has been reviewed by Fair Wear. The social report has also been published on the brand's website. The brand has provided information in its social report on how it conducts human rights due diligence in Myanmar. The brand also included some information on wage levels for one factory. For the other two suppliers, the brand reported that irregularities in the implementation of the wage increases occurred, which has been one of the reasons the brand ended the business relationship (see indicator 3.17)

Recommendation: Schöffel is recommended to further extend its reporting on the exact wage levels in its Myanmar factory, including details about monthly wage levels for all workers, from the lowest-paid to the highest-paid.

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: Schöffel published its social reports on its website, which include factory-level data and remediation results. The factory-level data Schöffel included are audit findings, complaints, and the latest progress on remediation. Additionally, the member publishes its complete factory list for all suppliers and support process subcontractors.

Recommendation: Schöffel is recommended to publish time-bound plans for its suppliers.

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

Comment: Schöffel has a general system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations. The internal evaluation system involves top management. In its evaluation system, the member does not yet include triangulated information from external sources, such as worker feedback. Input from workers is sometimes incorporated into factory-level activities through, for example, worker surveys in Myanmar and is planned for an impact evaluation, such as social dialogue training in Ethiopia.

Recommendation: The member is advised to include feedback from workers and suppliers in its evaluation system through specific input gathered with support of its local team members.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.6 Level of action/progress made on requirements from previous Brand Performance Check.	Intermediate	In each Brand Performance Check report, Fair Wear may include requirements for changes to management practices. Progress on achieving these requirements is an important part of Fair Wear membership and its process approach.	Member should show documentation related to the specific requirements made in the previous Brand Performance Check.	2	4	-2

Comment: The previous performance check included the following one requirement:
1. Schöffel should evaluate its contracts to ensure that they do not place an unequal burden on its suppliers or include terms that limit the possibility of implementing the Code of Conduct. As mentioned under 2.13. the new contract is still in the drafting phase, and it is expected to be completed in 2026.

5 Appreciation chapter

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

Comments: In the last business year, Schöffel responded to a letter sent by external stakeholders (IndustriALL and UNIGlobal Union) emphasising its commitment of sourcing and implementing due diligence in Bangladesh.

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

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

Recommendations to Fair Wear

In general, Schöffel highly appreciates Fair Wear's support on Human Rights Due Diligence while having some recommendations for the future. Schöffel wishes for faster replies and feedback in general and on complaints in specific. The member brand would appreciate if Fair Wear would enter a collaboration that enables access to a coherent living wage benchmark. Schöffel sees high potential for Fair Wear in increasing its visibility in production countries, as Fair Wear is such an important support for factories. While an extensive report on meaningful stakeholder engagement has been published this year, the brand would appreciate further exchange and aligned requirements on how to apply this in practice. The member brand would like to see progress on updating the transparency consent letter for China. Since gender equality is a key focus topic for Fair Wear, the member brand would like to see more gender-specific data from assessments, for instance, in the wage ladder (female/male split). Schöffel started using the Fair Wear Member Hub and noticed the intensive workload that comes along with using the tool e.g. due to repetitive actions. Schöffel would appreciate reviewing the tool in this context.

Brand Performance Check details

Date of Brand Performance Check: **13-10-2025**
Conducted by: **Julia Krämer**
Interviews with: Marco Tenace (Director Operations)
Mirjam Krönert (Corporate Responsibility Manager)
Gabi Gorkos (Supply Planning Manager Schöffel SPORT)
Philipp Süß (Purchasing Manager Schöffel SPORT)
Markus Kugelmann (Finance)
Peter Jud (CEO Schöffel SPORT)