



Brand Performance Check

**Schijvens Confectiefabriek
Hilvarenbeek B.V.**

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This report covers the evaluation period 01-06-2024 to 31-05-2025

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: 184

Possible score: 198

Benchmarking Score: 93

Performance Benchmarking Category: Leader



Summary:

Schijvens has shown advanced results on performance indicators and has made exceptional progress. With a total benchmarking score of 93, the member is placed firmly in the Leader category. The member company has a publicly adopted human rights due diligence policy, clear internal responsibilities, and full internal and external disclosure of its production locations.

Schijvens' sourcing strategy focuses on consolidation and long-term cooperation to increase leverage and influence over working conditions. A significant share of production volume is sourced from suppliers where the member has meaningful leverage, and this has improved compared to the previous year. The member conducts regular and comprehensive risk scoping, covering sector, country, sourcing model, and supplier-level risks, and integrates risks for key sourcing countries such as Türkiye, Pakistan, India, and China. While gender-related risks are recognised and increasingly addressed, the application of a gender lens in risk scoping remains an area for further strengthening. Schijvens' purchasing practices are aligned with responsible business conduct. The member applies open-cost calculations with suppliers and customers, links prices to labour costs, and sets delivery timelines based on supplier capacity. These practices support reasonable working hours, mitigate excessive overtime, and enable progress on legal wage compliance and living wage implementation at selected suppliers.

The member has a coherent system linking risk identification to prioritised action plans across its full supplier base. Preventive and remedial measures address structural risks such as wages, freedom of association, gender inequality, and excessive overtime. Schijvens actively supports factory-level grievance mechanisms, cooperates with other brands where relevant, and follows up on corrective actions using documented evidence. A responsible exit strategy is in place and embedded in its due diligence system. Schijvens demonstrates a high degree of verified follow-up on corrective action plans and shows progress on prevention programmes, although some actions could benefit from more specific and measurable objectives. Notably, the member has made concrete progress on living wages through a phased approach, including the implementation of target living wages at selected production locations and fact-based costing covering 47% of its FOB. Training programmes, both through Fair Wear and external partners, are used to address identified risks, particularly in relation to gender, social dialogue, and workers' rights, and training outcomes are systematically followed up and integrated into ongoing risk assessments.

Schijvens communicates transparently and accurately about its Fair Wear membership and related activities. External industry outreach and learning are used to support broader understanding of responsible business practices, including living wages and sustainable entrepreneurship.

Overall, Schijvens is on track in its human rights due diligence and responsible sourcing efforts. Key accomplishments include the integration of responsible purchasing practices, structured risk-based action planning, and measurable progress on living wages. The main ongoing challenges relate to further strengthening gender-sensitive risk analysis and scaling preventive measures consistently across all suppliers.

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 Schijvens Confectiefabriek Hilvarenbeek B.V.

Member company information

Member since: [1 Jan 2010](#)

Product types: [Workwear](#)

Percentage of turnover of external brands resold [0%](#)

Member of other MSI's/Organisations [Agreement on Sustainable Garment and Textile and International Accord - Pakistan](#)

Number of grievances received last financial year [3](#)

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
Pakistan	7	37%
North Macedonia	2	16%
Türkiye	1	13%
China	8	10%
India	2	8%
Portugal	4	8%
Morocco	2	5%
United Arab Emirates	1	4%

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: [Schijvens has a solid Human Rights Due Diligence policy in place.](#)

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

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

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

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

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

Comment: [Schijvens 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: Schijvens 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: 82

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: Schijvens has a sourcing strategy addressing influencing labour conditions. The member company has 28 active factories. 73% of the production volume comes from suppliers where the brand has at least 10% leverage at supplier level. 2% of the production volume comes from suppliers where Schijvens buys less than 2% of the supplier's total FOB. This is an improvement compared to the previous year. Schijvens' sourcing strategy explicitly focuses on increasing influence through consolidation and active cooperation with other clients.

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

Comment: 62% Of the member's total FOB volume comes from suppliers with whom Schijvens has a business relationship for at least five years. Due to a business acquisition, the member company expanded its supplier base, and additional time was needed to integrate these partners into its operations. While the member company does not enter into long-term contracts, it uses a two-way code of conduct that engages suppliers through a balanced distribution of rights and duties. The brand also refers to its supplier manual, which identifies long-term commitment as the preferred way of working.

Recommendation: Fair Wear recommends Schijvens to commit to long-term contracts with all its partners.

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: Schijvens conducts risk scoping and includes all risk factors. Risk scoping is carried out at least annually, or earlier when relevant developments arise. The risk assessment covers sector-level, business model, product-level, and sourcing model risks. However, the current risk scoping does not yet explicitly apply a gender lens, and risks related to sexual harassment and gender-based violence are not specifically identified.

Input from workers, suppliers, and other stakeholders is included in the risk scoping through multiple channels. Worker input is gathered through off-site interviews conducted as part of audits. In addition, for its own production facility in Türkiye, the member company receives meeting minutes from worker–management meetings and conducts direct interviews with workers. These inputs are used to inform the member company’s understanding of risks at factory and country level.

For countries with higher sourcing volumes or heightened due diligence requirements, the member company has identified specific risks related to Fair Wear's Code of Labour Practices. In Türkiye, inflation is recognised as a key risk, with potential impacts on wages and purchasing power. The presence of Syrian refugee workers is actively monitored by the member company. In Pakistan, the member company identifies limited participation of women in the workforce and low levels of education and empowerment as structural risks. In India, risks related to home-based work have been identified and monitored.

For sourcing in China, the member company integrates the risk of forced labour into its risk scoping through additional monitoring activities and supply chain scrutiny, including raw material considerations. The member company follows Fair Wear's guidance for sourcing in high-risk contexts.

The member company states that risk scoping informs its sourcing decisions. While Schijvens has not encountered repeated or severe non-compliance that required exiting suppliers, it prioritises improving its existing supplier base and addressing identified risks through corrective actions and engagement.

To date, Schijvens sourcing strategy does not mention a preference for countries where workers can freely form or join a trade union and/or bargain collectively. However, freedom of association and social dialogue are integrated into the sourcing approach. The member company has incorporated these considerations into its supplier risk overview and sourcing practices. In contexts where freedom of association is limited, such as Türkiye, the member company focuses on strengthening worker representation rather than trade union formation. Schijvens has worked with suppliers to increase awareness and understanding of worker representation mechanisms and to support their effective functioning.

Recommendation: Fair Wear recommends Schijvens to explicitly apply a gender lens in its risk scoping and to identify and assess risks related to sexual harassment and gender-based violence, by consulting gender-disaggregated data and relevant worker input.

Fair Wear strongly recommends Schijvens 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 Schijvens to inform new suppliers about Fair Wear membership before entering into a business relationship. Prior to onboarding, the member company holds a meeting with potential suppliers to discuss expectations regarding collaboration and partnership, which are subsequently formalised in the two-way Code of Conduct. In addition, suppliers receive a supplier questionnaire that needs to be signed. This process has been followed for all new suppliers added last year. When the brand cannot visit suppliers immediately, it schedules a call to discuss Fair Wear requirements.

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

Comment: Schijvens conducts human rights due diligence at potential new suppliers prior to finalising the first purchase order. This includes reviewing supplier self-assessments, existing third-party audit reports, and the status of corrective action plans to identify non-compliances and salient risks. Where possible, Schijvens conducts on-site visits and carries out a self-assessment, during which it discusses outstanding audit findings and aligns expectations on Fair Wear requirements, including the planning of Fair Wear assessments.

During factory visits, the member company observes worker–management interactions and reviews the functioning of grievance mechanisms. These observations inform sourcing decisions and have, in the past, led Schijvens to decide not to proceed with certain suppliers where concerns related to management practices and worker well-being were identified. Where available, the member company also reviews information from external stakeholders for human rights purposes, including reports from civil society organisations.

Following onboarding, Schijvens plans Fair Wear assessments for new production locations and uses the outcomes to determine continuation of business relationships and to prioritise improvement actions. While the sourcing strategy does not explicitly prioritise countries or suppliers where freedom of association is fully guaranteed, the member company uses findings from audits, assessments, and stakeholder information to inform sourcing decisions. Direct worker input prior to finalising the first order is not yet collected in a systematic manner.

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.	Advanced	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.	6	6	0

Comment: The member company has shared information about Fair Wear's CoLP and the complaints helpline within the first year of doing business. The Worker Information Sheet has been posted at all factories. During visits to the new locations, Schijvens handed out Worker Information Cards. However, last year, no new suppliers were onboarded. It is Schijvens' standard proces to organise an onboarding training 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.	Advanced	Members are expected to regularly evaluate risk in a systematic manner. The system used to identify human rights risks determines the accuracy of the risks identified and, as such, the possibilities for mitigation and remediation.	Use of risk policies, country studies, audit reports, other sources used, how often information is updated.	6	6	0

Comment: Schijvens systematically identifies human rights risks across its supply chain and has assessed the risks for each production location using Fair Wear's Member Hub. Risk identification and monitoring are informed by Fair Wear's country risk profiles and supported by a range of monitoring instruments, including Fair Wear assessments where available, as well as third-party auditors, and other external providers. All production locations are included in this monitoring system.

In its risk assessment, Schijvens reviews audit and/or assessment findings and corrective action plans and may lower the likelihood of risks where repeated assessments have not identified non-compliances. However, the member company deliberately does not reduce the likelihood of certain risks to the lowest level, in order to remain alert to structural and recurring human rights issues. This approach is applied in particular to risks related to living wages, gender, and freedom of association.

The frequency and type of monitoring applied are influenced by both Fair Wear country presence and the outcomes of the member company's risk scoping. Where Fair Wear is active, Schijvens prioritises Fair Wear assessments to ensure worker and stakeholder input is included. In countries where Fair Wear is not present, the member company relies on recommendations for alternative providers that have adopted elements of the Fair Wear methodology. Schijvens recognises that the reliability and responsiveness of monitoring tools can vary across providers and countries. Where preferred options are not available, the brand complements audits with checklists or alternative providers to mitigate this limitation.

Schijvens compares monitoring outcomes with its risk scoping and Fair Wear country studies and adjusts its analysis where contextual differences exist. For example, the member company takes into account differences in social security schemes and legal frameworks when interpreting audit findings. Where mismatches occur between monitoring outcomes and country-level risk scoping, these are reviewed and explained rather than automatically resolved by lowering risk levels.

The member company aims to enrol all production locations in full assessments. At present, all but four suppliers have been enrolled. Two of these locations are being exited, and for the remaining two, assessments are planned. Human rights risks are reviewed at least annually and more frequently when country situations change.

Based on its risk assessment, Schijvens has identified heightened risks in Türkiye and Pakistan. In Türkiye, contextual risks include economic volatility and inflation, which may impact wages and purchasing power, as well as limitations related to freedom of association. In Pakistan, Schijvens identifies structural risks related to low participation of women in the workforce and broader gender inequality, which may affect women's access to employment, empowerment, and grievance mechanisms. These risks are kept at a higher likelihood level in the risk assessment to ensure ongoing attention and monitoring.

As a result of its risk assessment and monitoring experience, Schijvens continues to review and adapt its monitoring approach and is actively seeking suitable organisations to conduct assessments at production locations where Fair Wear or equivalent methodologies are not yet in place, including its facilities in Portugal and Pakistan, while maintaining a focus on inclusive monitoring that incorporates worker 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: Schijvens has mapped the risks related to freedom of association (FoA) in all its sourcing countries and can explain the main risks per country, including risks affecting women workers. Identified risks include restrictions on formal trade union activity in certain contexts, sensitivities around worker representation structures (like democratically elected worker representation), and barriers that may limit workers', including women workers', ability to collectively raise concerns and engage in dialogue with management.

Schijvens uses this information to understand the risks present at its suppliers and to determine how to engage with them on freedom of association in a context-appropriate manner. To ensure that some form of worker representation is present at each production location, the member company has mapped whether factories have a trade union or a worker's representative structure in place. In contexts where freedom of association is particularly sensitive, such as in China, Schijvens seeks alternative, non-confrontational ways to support worker voice. For example, during a recent training at a Chinese supplier, Schijvens requested guidance from a local consultant on supporting the establishment of a worker committee. While this was assessed as potentially sensitive in the local context, the member company continues to encourage suppliers to create worker groups that allow workers to raise issues and concerns with management.

Schijvens understands the status of freedom of association at each of its suppliers by maintaining oversight of existing worker representation structures. At its factory in Türkiye, the member company keeps and reviews minutes from worker committee meetings to monitor the functioning of social dialogue and worker representation over time. This information is used to assess the effectiveness of representation mechanisms and to inform further engagement with suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.9 Member company includes a gender analysis throughout its human rights risk identification, to foster a better understanding of gendered implications.	Basic	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.	2	6	0

Comment: Schijvens has included gender in its risk scoping and shows it understands the gender risks for its sourcing locations, but has limited understanding of the general risks in its countries (see 2.3). Based on its risk assessment, the member company has identified contexts with heightened gender risks and has prioritised engagement and projects aimed at improving the position of women, including at production locations in Pakistan.

Schijvens collects some gender-disaggregated data at factory level, including information on the gender composition of the workforce and of management positions. This data is used to inform discussions with suppliers on equal opportunities for all workers. In addition, the member company reviews factory policies to assess whether its suppliers promote gender equality and to verify that there is no discrimination across the Code of Labour Practices, including with regard to recruitment, working conditions, and treatment of workers.

While Schijvens has taken steps to use this information to guide engagement with suppliers, the analysis of gender-disaggregated data at factory and country level remains at an early stage. The member company has, however, already initiated follow-up actions in response to identified risks, focusing on improving gender equality and non-discrimination at supplier level.

Recommendation: Member is recommended to collect gender data per factory related to every Code of Labour Practices. 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: Schijvens has a vendor rating system per production location, and CSR elements are included. Usually, the supplier with the best score gets an award during the yearly supplier meeting, including a financial reward. Improvement points are also discussed during the supplier meeting in a way that enables peer-to-peer learning. Suppliers that continue to score low and are less motivated to implement improvements will receive fewer orders. Schijvens also asks its suppliers to rate them as buyer, and discusses feedback during the annual supplier meeting.

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: Schijvens uses the outcomes of its human rights monitoring to respond to unauthorised subcontracting. There is no evidence of missing first-tier locations or subcontractors in the database. The member takes measures to prevent unauthorised subcontracting or unknown production locations. Schijvens formally agrees with its suppliers on a no-subcontracting requirement through its two-way Code of Conduct. This expectation is reinforced through a long-standing, transparent way of working with suppliers, characterised by regular communication and mutual trust. When placing orders, Schijvens discusses production planning and delivery timelines with suppliers to assess what is feasible. If delays occur during production, suppliers are expected to inform the brand, which in turn communicates adjusted delivery timelines to its customers in order to avoid excessive overtime or the need for subcontracting. Where Schijvens works with agents, these agents conduct in-line production checks to verify that all orders are produced at the approved facilities, including in India, Pakistan, and Türkiye. In addition, audits conducted at factory level include checks on subcontracting practices, and no instances of unauthorised subcontracting have been identified.

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: Schijvens 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 all products the brand develops require heavy machinery and all its suppliers have security measures in place which prevent workers from taking garments home. Next to that, Schijvens analyses if the production planning of its suppliers is realistic to identify potential risks. The embroidery of logos is done at its own Turkish facility and in embroidery units. The in-line inspections of the quality controllers are also a means to check on possible 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.	Advanced	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.	4	4	0

Comment: Schijvens uses contracts with its suppliers in the form of a two-way Code of Conduct and supplier agreement, which were developed in cooperation with suppliers. Payment terms are defined as 30% payment in advance and 70% payment upon loading of the goods on the vessel.

These contracts support the implementation of human rights due diligence by establishing clear, jointly agreed expectations on pricing, delivery timelines, responsibilities, and compliance with the Fair Wear Code of Labour Practices. The two-way nature of the agreement clarifies not only supplier obligations but also the responsibilities of the brand, thereby supporting a balanced distribution of risks and duties and reducing commercial pressure that could lead to labour rights violations.

The contracts include clauses on delivery timelines and late delivery that are designed to avoid undue pressure on suppliers. Schijvens has the right to apply a delivery delay discount if goods are delivered more than ten days late, with an increased discount after twenty-one days. These timelines and discount percentages were defined jointly with suppliers. Importantly, late delivery discounts are only applied when the delay is attributable to the supplier. Where delays are caused by late fabric delivery, the brand itself, or external factors, no discount is charged. In addition, Schijvens rewards suppliers that remain below eleven delay days, creating an incentive structure that supports realistic planning rather than excessive overtime or subcontracting.

The contract also includes a clause on damages. This clause does not currently specify that proof of fault is required before damages can be claimed from the supplier and could be further improved to better align with responsible purchasing practices.

In addition, the contracts lay down expectations for open-cost price calculations. To support fair pricing and living wage efforts, the agreement stipulates that Schijvens and its agents do not charge a margin on price increases that are required to cover living wage costs. The brand works with open-cost pricing to ensure fair prices are paid and to enable the payment of living wages in factories where living wage initiatives are implemented, while guaranteeing at least the legal minimum wage in countries where target living wages have not yet been established.

All suppliers have signed the supplier manual and Code of Conduct, which explicitly include the Fair Wear Code of Labour Practices.

Recommendation: Fair Wear strongly recommends that Schijvens 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.	Advanced	Corporate Social Responsibility (CSR), purchasing, and other staff that interact with suppliers must be able to share information to establish a coherent and effective strategy for improvements. This indicator examines how this policy and Fair Wear membership requirements are embedded within the member company.	Internal information systems, status Corrective Action Plans, sourcing score- cards, KPIs listed for different departments that support CSR efforts, reports from meetings from purchasing and/or CSR staff, and a systematic manner of storing information.	6	6	0

Comment: There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices. The member includes responsible business practices in job role competencies. For example, buyer roles explicitly refer to compliance with responsible sourcing practices and the development and implementation of the two-way Code of Conduct. Newly appointed buyers receive training on open-cost pricing, which is applied with all suppliers to ensure that pricing allows for the payment of living wages.

Schijvens works with a fixed supplier base and prioritises long-term partnerships. When issues arise during production, the member company focuses on finding solutions together with existing suppliers rather than shifting production to new suppliers. Information on production challenges, including delays, is actively shared between production, buying, and sales teams. Delivery delays are communicated to the sales department so that customers can be informed in a timely and transparent manner. This approach supports realistic planning and reduces pressure on suppliers, contributing to responsible purchasing practices.

Responsible business conduct is also embedded at an early stage of internal processes. During recruitment and job interviews, Schijvens clearly communicates its expectations regarding sustainability and responsible sourcing, emphasising that human rights considerations are integrated from the earliest stages of product design onward.

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: Schijvens knows the production capacity per supplier, as this is discussed with suppliers before the first (bulk) orders are placed. In line with its two-way Code of Conduct, supplier input is leading in determining feasible lead times. Together with suppliers, Schijvens agrees on delivery timelines that allow sufficient time to complete production without excessive overtime. Delivery times are therefore based on supplier proposals, with additional buffer time factored in by Schijvens where needed. Fabric and trim suppliers inform Schijvens of required order deadlines to ensure timely delivery of materials to CMT suppliers.

Furthermore, Schijvens has fully implemented a PLM (Product Life Cycle Management) programme that provides bi-weekly factory production updates for all production locations. As a result, Schijvens is aware of potential delivery delays at an early stage of production and can proactively discuss timelines with its customers and adjust delivery dates where necessary. When overtime occurs or is anticipated, this is discussed internally with the buying department to assess whether it is necessary. Where possible, the buying team escalates this to the sales department to check with clients whether delivery can be postponed, for example by two weeks, to reduce pressure on production.

In addition to these systems, Schijvens remains in constant dialogue with suppliers to understand what they need from the company to avoid planning pressure that could result in excessive overtime. In its own factory, Schijvens has insight into the production planning tool and can, if needed, redistribute orders to other Turkish suppliers to relieve production pressure. Schijvens evaluates orders together with suppliers to identify opportunities for improvement.

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: Schijvens requires all its suppliers to work with open-cost pricing and therefore has advanced insight into the labour component of its prices. The buying department applies full open-cost price calculations and can demonstrate this in practice. In parallel, the sales department works with open-cost pricing towards customers to ensure that, once an order is placed, the price includes the labour costs required to enable the payment of living wages at factory level.

Schijvens uses full open-cost price calculations with its customers, clearly showing how prices relate to wages paid in the factories. In all customer contracts, the company clarifies which factors influence the final price, including material costs, labour costs, transport, and currency exchange rates. When one of these variables changes, Schijvens can transparently explain and adjust the product price accordingly.

Living wage benchmarks are reviewed annually to ensure that pricing remains aligned with increases in statutory minimum wages and living wage developments in sourcing countries. In previous years, this approach has resulted in price adjustments following minimum wage increases in Pakistan and Türkiye.

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: Schijvens works with three agents for its production in Pakistan, China and North Macedonia. The agents know of the Fair Wear membership and actively support the Fair Wear CoLP and CAP follow-up by, for instance, checking remediation on health and safety issues when in the factory. All agents participate in Schijvens' annual supplier meeting, where CSR topics are discussed. Schijvens also informs its agents about the outcome of the vendor rating as described under indicator 2.10.

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: 90

Earned Points: 84

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 as described in chapter two, Schijvens links factory-level risks to appropriate follow-up actions. Schijvens has prioritised risks and created action plans per supplier, counting for 100% of the total FOB. These match the risk profile. The member company could show that it prioritises actions that correspond to the highest identified risks, including training on rights awareness and targeted actions to strengthen social dialogue.

For certain thematic risks, such as gender, freedom of association, and living wages, Schijvens relies primarily on its risk assessment rather than solely on audit findings, while using both sources in a complementary manner. The member company also includes input from stakeholders, including through its due diligence and materiality assessment processes, to inform prioritisation and follow-up.

In Pakistan and India, where gender-related risks are identified as higher, Schijvens is implementing and further developing programmes aimed at empowering women and promoting equal opportunities in employment. The action plans detail the different approaches to prevent, mitigate and remediate the prioritised risks and include a budget and timeline. Compared to the previous year, the follow-up is more structured and covers the full supplier base. However, while progress is evident, some actions could be further strengthened by making objectives and outcomes more specific and measurable.

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: Schijvens has continued to include a gender lens in the action plans of all its suppliers. While gender-related follow-up remains most concrete in higher-risk contexts, particularly Pakistan, the member company applies gender considerations across its supply chain, including equal pay, representation, and protection of women workers' rights.

Schijvens actively works towards fair and living wages in its supply chain and explicitly promotes equal pay for men and women for work of equal value. In addition, where worker committees are established, the member company encourages equal representation of men and women to strengthen women's voice in social dialogue. Through its supplier contracts, Schijvens supports factories in adopting policies that protect women workers, including policies that guarantee continued employment after maternity leave.

In Pakistan, where gender-related risks are identified as particularly high in the risk scoping, Schijvens continues to prioritise women's empowerment through targeted programmes. The member company supports women's empowerment initiatives aimed at improving women's access to the labour market and economic independence, including through training and education programmes implemented at factory level. These programmes focus on equipping women with vocational skills as well as broader competencies related to independence and participation in the workforce. Schijvens works with local partners, including organisations such as the Kaarvan Crafts Foundation, to deliver training programmes for women in communities surrounding its factories. To date, multiple training sessions have been conducted across several factories.

The women's empowerment programme in Pakistan remains a central pillar of Schijvens' gender action plan and continues to inspire follow-up in other sourcing countries. Schijvens also engages with suppliers in India to strengthen their focus on gender and women's empowerment. Across its supply chain, the member company uses its gender action plan to guide prioritisation and follow-up, with a particular emphasis on contexts where women face structural barriers to social dialogue participation.

Recommendation: Fair Wear recommends Schijvens to make the gender lens in its action plans 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: Schijvens has included steps to encourage freedom of association (FoA) and effective social dialogue in its action plans. As part of onboarding and follow-up training, Schijvens raises awareness among workers and management about the importance of freedom of association and checks whether committees exist, what topics are discussed, and, where possible, reviews meeting minutes to better understand the quality of dialogue.

To strengthen awareness and capacity, Schijvens has enrolled multiple suppliers in training programmes on worker representation and social dialogue, including Fair Wear’s Workplace Education Programme (WEP) Onboarding Training and comparable training following Fair Wear methodology. In addition, Schijvens enrolled its own Turkish supplier in Fair Wear’s Factory Dialogue module. The member company also actively engages factory management on the importance of freely elected worker representatives rather than appointed structures.

Beyond training, Schijvens applies a hands-on approach during factory visits. At suppliers in Pakistan, Schijvens specifically encourages women workers to share their experiences and needs, particularly in relation to confidence, participation, and readiness to join full production lines. At its biggest supplier in China, where freedom of association is a sensitive topic, Schijvens sought guidance from a local consultant during recent training sessions to explore the establishment of a worker committee or alternative worker group. The member company considers it a positive development that factory management requested support in setting up such a structure.

Schijvens also supports open dialogue on broader employment conditions. For example, at a supplier in India where a target living wage is paid, discussions with workers led to a jointly agreed decision to distribute the living wage bonus on a semi-annual basis.

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

Comment: Suppliers' internal grievance mechanisms are assessed at the start of the business relationship and monitored on an ongoing basis. During factory visits, Schijvens reviews the functioning of grievance mechanisms using the Social Dialogue Toolkit, including checking relevant procedures, documentation, complaint logs, and the accessibility of complaint channels. Where the member company concludes that a grievance mechanism is not effective, it provides guidance to factories on how to improve the system, which is subsequently validated through full assessments.

Schijvens actively raises awareness of grievance mechanisms during factory-level training, including practical information on how workers can use both internal grievance mechanisms and Fair Wear's grievance mechanism. The Fair Wear grievance mechanism is in place at all tier 1 suppliers in Fair Wear countries. In the UAE, Schijvens has ensured that Fair Wear helpline information is available in the languages spoken by workers at the factories. In non-Fair Wear countries and for suppliers beyond tier 1, Schijvens has made its own grievance information available to workers to ensure continued access to complaint channels.

In addition, Schijvens has organised training for suppliers that includes information on grievance mechanisms and workers' rights to raise complaints safely. Schijvens seeks to ensure that grievance mechanisms are accessible, understood by workers, and effectively used across its supply chain.

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: Schijvens cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and complaints. Sometimes, this cooperation also includes buyers who are not members of Fair Wear. At one supplier, Schijvens works closely with another Fair Wear member to jointly close the gap towards the payment of a target living wage.

In addition, Schijvens cooperates with other Fair Wear and non-Fair Wear members on preventive measures. This includes jointly organising training modules and participating in a living wage working group that meets periodically to discuss human rights topics, exchange best practices, and explore solutions to shared challenges. While these brands do not always source from the same factories, Schijvens considers this exchange valuable for learning and improving its approach to human rights due diligence across the supply chain.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	68%	Fair Wear expects members to show progress towards the implementation of improvement programmes. Members are expected to be actively involved in the examination and remediation of any factory-specific problem.	Progress reports on improvement programmes.	6	6	-2

Comment: During the performance check, the member could demonstrate with documented samples that more than two-thirds of the CAP issues requiring improvement actions have been followed up. Follow-up covers both operational and more structural topics. For example, payroll documentation shows that overtime premiums are paid correctly to production workers, with overtime hours and premiums clearly specified on payslips. Management staff are excluded from overtime premiums in line with legal requirements.

In addition, the member could provide examples of dismissal documentation, including written termination letters stating the reason for dismissal, severance payments made in accordance with legal requirements, and confirmation of receipt by workers. The member also demonstrated the functioning of a working hours registration system, showing workers' clock-in and clock-out times, which correspond with observations made during factory visits.

Furthermore, the member provided overviews of severance payments made to workers, demonstrating that dismissal-related CAP issues have been addressed in practice. These examples indicate that corrective actions on complex issues such as overtime compensation, working hours registration, and termination procedures have been implemented and monitored.

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: Schijvens has identified root causes of CAP issues and discussed these with its suppliers. The member company links corrective actions to underlying causes and works with suppliers on preventive and mitigative measures. Identified root causes include insufficient fire safety provisions in rented buildings (and the building owner not wanting to invest), living wages not yet being fully implemented, and delayed enrolment of workers in social security schemes, for example in India where coverage may start only after a probation period.

Schijvens addresses these root causes through a combination of awareness raising, training, and changes to its own purchasing practices. In higher-risk countries, the member company plans and conducts labour rights training for both workers and management to increase awareness of rights and responsibilities. Preventive measures include the use of open-cost calculations to support step-by-step implementation of living wages and discussing realistic lead times with suppliers before orders are placed to avoid excessive overtime. All suppliers are required to comply with Schijvens' two-way Code of Conduct.

When CAPs are received from audits, Schijvens actively analyses the root causes behind the findings and works jointly with suppliers on improvements. In addition, the member company invites suppliers to provide feedback on Schijvens' own practices and to indicate topics they would like to work on

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.	No factories in the respective risk profile	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.	N/A	6	0

Comment: Schijvens does not have suppliers where improvement or prevention steps are not needed.

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, all full Fair Wear assessments conducted at Schijvens' suppliers identified excessive overtime. Findings included excessive weekly overtime hours, too many consecutive working days, and incomplete time records at a factory that was added to the supplier base in 2023. As with all CAP findings, Schijvens analyses the root causes together with its suppliers. The member identified production planning challenges and factories accepting more orders than can be produced within legal working hours as key root causes. At the newly onboarded Chinese factory, a new timekeeping system has been introduced, and workers have been informed on its correct use.

Since then, Schijvens has taken steps to reduce excessive overtime. At its own supplier, yearly overtime hours have been reduced by approximately 1,700 hours. At other suppliers, work on reducing overtime is ongoing. At its own factory, excessive overtime was partly linked to weekend work caused by late fabric deliveries and inefficient production planning. Schijvens discussed these issues with factory management following worker interviews conducted with interpreters. Since then, improvements have been made to production planning, supported by the appointment of a new production manager.

In China, Schijvens focuses on raising awareness of the importance of reducing overtime. Given local work culture and wage levels, progress remains gradual. Schijvens is currently calculating a target living wage and expects that improvements in wage levels may contribute to reducing reliance on overtime over time.

Recommendation: Fair Wear strongly recommends Schijvens to address suppliers' reluctance to be transparent about working hours.

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

Comment: In the previous year, two out of two audits included findings regarding failure to provide wage data. Issues included the non-payment or incorrect application of statutory wage elements, such as annual leave entitlements, and systems that did not consistently ensure that piece-rate workers earned at least the legal minimum wage, particularly in China.

Schijvens analysed these findings and discussed root causes and corrective actions with the relevant suppliers. At one Chinese supplier, shortcomings in the wage system for piece-rate workers were addressed, and Schijvens received evidence that a system is now in place to ensure payment of at least the legal minimum wage. Despite these improvements, wage compliance in China remains a challenging topic, and Schijvens continues to focus on awareness raising and system improvements.

In Türkiye, Schijvens addressed issues related to wage components and benefits, including the provision of meals, transport, and severance pay (tazminat), and worked with suppliers to improve compliance.

At its own factory, statutory leave entitlements are actively discussed with workers, and measures have been taken to improve implementation. Schijvens can provide further evidence on wage payments and wage elements at its own factory in Türkiye through supporting documentation. Overall, follow-up on wage-related findings is ongoing and forms part of Schijvens' broader efforts to improve wage compliance and working conditions across its supply chain.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.11 Degree to which member company assesses and responds to root causes of wages lower than living wages in production locations.	Advanced	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach.	Member companies may present a wide range of evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, wage data/wage ladders, gap analysis, correspondence with factories, etc.	6	6	0

Comment: Schijvens has a comprehensive overview of the wage levels at its suppliers and has calculated the gaps towards estimated living wage benchmarks. The member company discusses the topic of living wages with all its suppliers and ensures that suppliers are aware of Schijvens' living wage ambitions and long-term objectives.

Schijvens understands which suppliers pay wages below living wage estimates and recognises how this is linked to both structural factors and the member's own policies and practices, including pricing, leverage, and sourcing decisions. The member has followed up on this understanding by reviewing its internal practices, such as open-cost calculations, pricing discussions with customers, and supplier selection, to ensure that its purchasing practices do not undermine progress towards better wages. Where feasible, these practices have been adjusted, including through the use of open costing and pricing for target living wages at selected suppliers.

Schijvens has conducted a thorough root-cause analysis to understand why wages at suppliers remain below living wage levels. Identified root causes include low prevailing wage levels in sourcing countries, limited leverage at some suppliers, and the need for careful financial alignment between suppliers and the brand before wage increases can be implemented sustainably.

Based on this root-cause analysis, Schijvens has developed and is implementing a step-by-step, time-bound approach towards increasing wages. The member onboards suppliers into its living wage programme on an annual basis, prioritising suppliers where it has sufficient leverage and working collaboratively with others where leverage is limited. Schijvens has already implemented target living wages at its own production location in Türkiye and has extended this approach to selected suppliers in Pakistan and China. In addition, Schijvens is working with an Indian supplier to establish a new production facility where it will be the sole client and price for a target living wage. Through this phased and targeted approach, Schijvens is working towards the systemic increase of wages towards living wage levels across its supply chain.

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

Comment: Schijvens has started to address the topic of living wages internally by integrating living wage considerations into its sourcing, costing, and pricing practices. The member calculates living wage gaps, discusses these with suppliers, and uses this information in internal decision-making. Schijvens has analysed the costs of financing wage increases across its supply chain. Through open-cost calculations at supplier and customer level, the member understands how wage increases affect FOB prices and customer pricing and uses this analysis to inform financing decisions.

The member brand has worked with its suppliers to set target wages at selected production locations. Target wages are based on factory-level data and living wage benchmarks and are implemented at suppliers where the member has sufficient leverage. Working with its suppliers, Schijvens has developed a time-bound, step-by-step approach to increasing wages. Suppliers are onboarded into the time-bound living wage programme gradually, with target wages increasing over time towards a living wage estimate.

Schijvens has a defined approach to financing wage increases across its supplier base. This includes incorporating labour cost increases into customer pricing through open costing and, where necessary, covering part of the increase from the member's margin. The approach is embedded in sourcing and pricing practices and has been agreed internally.

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.	47%	Fair Wear requires its member companies to act to ensure a living wage is paid in their production locations to each worker.	Member company's own documentation such as reports, factory documentation, evidence of Collective Bargaining Agreement (CBA) payment, communication with factories, etc.	4	6	0

Comment: Schijvens uses fact-based costing to ensure its prices support the payment of a living wage estimate at suppliers responsible for 47% of Schijvens's FOB.

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

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

Comment: Schijvens received three complaints in the past financial year about employment being freely chosen, living wage, reasonable hours of work, and safe and healthy working conditions at its suppliers in Türkiye and Pakistan. In Türkiye, a complaint related to working conditions was raised, focusing on transportation arrangements and working hours. The member brand engaged with the factory management to address the issue and clarify internal policies, after which the matter was resolved and the complaint closed. In Pakistan, a complaint concerned employment conditions, including wages and working hours. Fair Wear followed up on the allegations, verified the situation, and engaged with the factory on corrective actions. Following these steps and agreed improvements, the complaint was closed. Another, final, complaint in the previous financial year, is still work in progress.

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: Schijvens has CAP findings where training is a recommended follow-up action for six factories. The member has enrolled three of these factories in training to address the identified findings. One supplier ceased operations shortly after the audit, and training for the two remaining suppliers is scheduled for early 2024. In addition to CAP-driven follow-up, Schijvens has enrolled other suppliers in training based on the outcomes of its risk assessment, particularly where gender-related risks were identified.

Schijvens makes use of Fair Wear training modules to address risks related to workers' rights awareness, social dialogue, and gender-based violence and harassment where these topics are flagged through audits or risk scoping. In parallel, the member company has implemented external training programmes to address more structural risks, especially in higher-risk contexts.

At its factories in Pakistan, Schijvens supported a comprehensive women's empowerment programme delivered by an external partner. This programme included training on personal development and communication, teamwork and work ethics, health and safety, time management, quality awareness, digital readiness and financial literacy, as well as women's health and hygiene. Refresher trainings were conducted during the reporting period, and additional modules on legal rights, access to resources, and referral mechanisms for violence against women are planned.

At its factory in India, Schijvens supported financial literacy training for women workers. This training focused on money management and savings, particularly in the context of living wage payments, following observations that wages were often spent immediately. Through this combination of Fair Wear training and external training initiatives, Schijvens links CAP findings and risk assessment outcomes to targeted capacity-building measures across its supply chain.

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: Schijvens follows up on training activities through discussions with factory management and worker representatives. Where possible, the member company attends training sessions to observe participation and gather feedback. Follow-up discussions with worker representatives are used to assess whether workers understood the training content, whether key messages have reached the broader workforce, and whether any changes in management practices can be observed.

In addition, Schijvens uses feedback from training sessions as input for its human rights due diligence. Information gathered through these discussions is integrated into factory risk assessments and helps inform adjustments to follow-up actions and the focus of future training and awareness-raising activities.

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: Schijvens's human rights due diligence system includes a responsible exit strategy. In the past financial year, the member did not stop with any suppliers. Schijvens has discussed the responsible exit strategy with all its suppliers.

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.	Intermediate	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.	4	6	0

Comment: Schijvens undertakes activities related to human rights that go beyond Fair Wear's scope by extending its due diligence to deeper tiers of the supply chain. The member company identifies risks beyond tier 1 and organises full assessments at selected second-tier facilities, such as dye houses. Where audit reports are available for tier 2, 3, and 4 locations, Schijvens develops additional CAPs based on the findings and follows up jointly with suppliers on outstanding issues. The member could show evidence of follow-up on a CAP at a dye house, including improvements related to health and safety.

Schijvens shares its Code of Labour Practices information sheets with all suppliers beyond tier 1 and verifies their availability during facility visits. These information sheets include contact details for raising grievances, ensuring that workers in deeper tiers also have access to a grievance channel.

In addition, Schijvens collaborates with Raddis Cotton to promote cotton production that is environmentally responsible and respects human rights. Through direct engagement and one-on-one conversations with farmers, risks and obstacles are discussed, and farmers are encouraged to identify and implement improvements.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 18

Earned Points: 18

Indicators related to communication

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

Comment: Schijvens communicates accurately about Fair Wear membership on its website. The member also uses other channels to inform customers and stakeholders about Fair Wear membership. By giving lectures and presentations about living wages and sustainable entrepreneurship, and being featured on prime-time television, Schijvens very 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: Schijvens 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: Schijvens has submitted its social report, which Fair Wear reviewed. Schijvens has also published the report on its website.

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

Comment: Schijvens publishes its complete factory list on its website and Open Supply Hub, and includes its risk scoping and detailed remediation points per labour standard in the social report. The member company also includes an overview of the existence of trade unions and worker representatives at 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.	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: Schijvens has a system to track progress and check if implemented measures have effectively prevented and remediated human rights violations. If that is not the case, the member adapts its approach, for instance, by offering specific training. The information used for this evaluation comes from full assessments that include worker and stakeholder input. Top management is involved in the evaluation.

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

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

5 Appreciation chapter

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

Comments: Schijvens publicly addresses social and environmental risks in its supply chain through its annual sustainability and CSRD reporting, including disclosures on incidents, audits, and remediation actions. The report explains how identified issues are handled through due diligence, audits, and corrective action plans.

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

Comments: Schijvens participates in collective initiatives and sector platforms that advocate for improved social and environmental standards in production countries, including living wages, gender equality, and health and safety. This includes engagement with Fair Wear Foundation, industry initiatives, and local partners to support systemic improvements in production regions.

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

Comments: Schijvens actively contributes to awareness and learning on responsible business conduct in its main markets by publishing detailed sustainability reporting and engaging customers through transparency tools such as traceability and the Get Connected platform. The company also participates in sector dialogue and knowledge-sharing initiatives in the Netherlands and at EU level.

Recommendations to Fair Wear

Schijvens suggests that response times to emails regarding grievance follow-up could be improved. During training sessions, the member recommends for (new) Fair Wear employees to place more emphasis on the importance of on-site presence and production efficiency, and providing more practical guidance on complex topics such as freedom of association, particularly for non–Fair Wear production countries. Schijvens values the trainers' expertise and approach, and suggests strengthening training follow-up with clearer next steps and more practice-oriented resources, as some materials are currently perceived as too theoretical.

Brand Performance Check details

Date of Brand Performance Check: 25-11-2025

Conducted by: Jason Mandels

Interviews with: Trix van Halder, CSR Manager

Shirley Schijvens, Commercial Director

Jaap Rijnsdorp, CEO