



Brand Performance Check

SOLO INVEST S.A.S

Publication date: July 2023

This report covers the evaluation period 01-01-2022 to 31-12-2022

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: 122

Possible score: 208

Benchmarking Score: 59

Performance Benchmarking Category: Good



Sourcing strategy

53%



Identifying continuous human rights risks

80%



Responsible purchasing practices

69%



Quality and coherence of prevention and remediation system

60%



Improvement and prevention

52%



Communication, transparency and evaluation

45%

Summary:

SOLO INVEST S.A.S. (SOLO Invest) has shown progress and met most of Fair Wears' performance requirements. With a total benchmarking score of 59, the member is placed in the Good category.

SOLO Invest makes sourcing decisions based on risk assessment. The company shifted production from Myanmar to Bangladesh in 2022 and has been actively reducing production in China for years. SOLO Invest's systematic approach to identifying human rights risks includes Fair Wear audits in China and Bangladesh and monitoring visits every six months. During these visits, SOLO Invest local staff will also interview workers. SOLO Invest has its own evaluation framework for new suppliers, which includes a review of wage and hour records and worker interviews. All of this information is shared with the sourcing department before a decision is made to start production.

SOLO Invest has identified the lack of female supervisors as the main reason for most problems it encounters in production locations, through audits and complaints. Therefore, it actively promotes training for women to enable them to take on other positions in the production location.

In 2022, SOLO Invest started using Fair Price with two production locations to see the impact on its prices if wages went up. So far, this has not resulted in higher prices or higher wages. Fair Wear recommends SOLO Invest continue its efforts and include worker input when determining the target wage for a production location.

SOLO Invest shows the Fair Wear Leader logo on its website, while the company did not obtain Leader status last year. Fair Wear requires its members to communicate according to the Fair Wear communications policy.

SOLO Invest is on track to align its internal policies and practices with Human Rights Due Diligence. The company could look for more opportunities to collaborate with production locations to address labour conditions, even if SOLO Invest has limited leverage or does not directly influence the situation.

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

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 SOLO INVEST S.A.S

Member company information

Member since: 1 Jan 2014

Product types: Garments, clothing, fashion apparel and Promotional wear and accessories

Percentage of CMT production versus support processes 98%

Percentage of FOB purchased through own or joint venture production 0%

Percentage of FOB purchased directly 72%

Percentage of FOB purchased through agents or intermediaries 8%

Percentage of turnover of external brands resold 0%

Are vertically integrated suppliers part of the supply chain? Yes

FLA Member No

Member of other MSI's Sustainable Apparel Coalition, Amfori - BSCI, International Accord,

Number of complaints received last financial year 4

Basic requirements

Definitive production location data has been submitted for the financial year under review? Yes

Work Plan and projected production location data have been submitted for the current financial year? Yes

Membership fee has been paid? Yes

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

Production Country	Number of production locations	Percentage of production volume
Bangladesh	26	89
Pakistan	1	7
China	15	3
France	1	0

Layer 1 Foundational system's criteria

1.1 Member company has a Responsible Business Conduct policy adopted by top management.: Yes

Comment: SOLO Invest has a responsible business conduct statement, which refers to its commitment to international norms and standards and international policies, and a process document outlining its responsible business conduct.

Requirement: SOLO Invest needs to improve its Responsible Business Conduct Policy, to ensure better alignment with the OECD guidelines.

1.2 All member company staff are made aware of Fair Wear's membership requirements.: Yes

1.3 All staff who have direct contact with suppliers are trained to support the implementation of Fair Wear requirements.: Yes

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

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

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

Comment: Solo Invest 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: Solo Invest 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.: No

Comment: SOLO Invest has a Leader logo on its website, while it did not maintain Leader status last year.

Requirement: Fair Wear membership should be communicated according to the Fair Wear communications policy.

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

Possible Points: 90

Earned Points: 60

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.	Basic	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.	2	6	0

Comment: SOLO Invest does not have a formal sourcing strategy. However, the company makes sourcing decisions based on risk assessment. The company shifted production from Myanmar to Bangladesh in 2022 and has been actively reducing production in China for years.

Requirement: SOLO Invest needs to create a sourcing strategy. This strategy should focus on addressing labour conditions.

Recommendation: Fair Wear recommends SOLO Invest to develop a formal sourcing strategy, considering the risk of human rights violations at suppliers, its influence on bringing change, and its impact at a factory level.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.2 Member company's sourcing strategy is focused on building long-term relationships.	Basic	Stable business relationships underpin the implementation of the Code of Labour Practices and give factories a reason to invest in improving working conditions.	Strategy documents; % of FOB from suppliers where a business relationship has existed for more than five years; Examples of contracts outlining a commitment to long-term relationship; Evidence of shared forecasting.	2	6	0

Comment: SOLO Invest's sourcing practices focuses on maintaining long-term relationships. 51% of the member's total FOB volume comes from suppliers with whom SOLO Invest has a business relationship for at least five years. The member does not commit to long-term forward-looking contracts yet.

Recommendation: Fair Wear recommends SOLO Invest to commit to long-term forward-looking contracts.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.3 Member company conducts a risk scoping exercise as part of its sourcing strategy.	Basic	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.	2	6	-2

Comment: SOLO Invest conducts risk scoping and includes the following risk factors: country, sector risks and business model risks. The member has yet to include sourcing model and product level-risks in its risk scoping. In its risk scoping, the member has assessed the impact and prevalence of the risks correctly. The risk scoping includes the position of women workers in trade unions in Bangladesh but does not have an overall gender lens.

Recommendation: Fair Wear recommends SOLO Invest to include all risk factors and a gender lens in its risk scoping.

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 SOLO Invest to inform new suppliers about Fair Wear membership by sending information and visiting the production location to review and explain all individual documents. This process has been followed for all five suppliers added last year. Additionally, the brand starts a dialogue with suppliers about human rights and how the supplier and SOLO Invest can cooperate on this topic.

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: SOLO Invest collects human rights information of potential new suppliers by collecting self-assessments and existing audit reports. Production locations are visited, and during this visit, SOLO Invest also has its own evaluation framework, which includes a review of wage and hour records and worker interviews. All of this information is shared with the sourcing department before a decision is made to start production.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.6 Member actively ensures awareness of the Fair Wear CoLP, the complaints helpline, 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: SOLO Invest 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 in all production locations. SOLO Invest has not yet organised onboarding sessions for its new suppliers to raise awareness about the Fair Wear CoLP, the complaints helpline, or the importance of social dialogue.

Recommendation: Fair Wear recommends SOLO Invest to include a discussion with workers on how they would like to provide feedback and report grievances to the management regarding their working conditions in its onboarding sessions.

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 monitor human rights risks in its supply chain.	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: SOLO Invest has a systematic approach to identifying human rights risks in its supply chain and has assessed the risks for each production location. It has determined the appropriate monitoring tool and frequency per production location. The brand uses Fair Wear audits in China and Bangladesh, combined with monitoring visits every six months. During these visits, SOLO Invest local staff will also interview workers. The decision to do another audit is based on whether a production location has been audited before and whether risks were flagged during visits or through the Fair Wear complaints helpline. For Pakistan, SOLO Invest is trying to set up a similar monitoring process.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.8 Member company's continuous monitoring of human rights risks 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: SOLO Invest has mapped the risks to FoA in all its sourcing countries and can explain the main risks per country, including the risks to women workers. The risks identified are the low unionisation and awareness of FoA in Bangladesh and the complete lack of FoA in China. SOLO Invest uses this information to understand what the risks at its suppliers are and inform itself how to engage with its suppliers on this topic. SOLO Invest can demonstrate advanced knowledge and understanding of FoA in all countries where it sources. The member has supplier-level monitoring in place to assess and understand the risk at suppliers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.9 Member company includes a gender analysis throughout their continuous monitoring of human rights risks, to foster a better understanding of gendered implications.	Insufficient	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.	0	6	0

Comment: SOLO Invest has not included gender in its risk scoping.

Requirement: SOLO Invest must include gender in its risk scoping and assessment.

Recommendation: Fair Wear strongly recommends SOLO Invest to enrol in the Introduction to Gender Equality programme on Fair Wear's learning platform.

Fair Wear recommends the member to collect country-level gender risks for each Code of Labour Practices.

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: Every six months, SOLO Invest assesses factories resulting in a supplier ranking. The supplier ranking allows the member to compare factory performances. Additionally, the member brand evaluates five KPIs (Key Performance Indicators) per supplier: social compliance, documentation, quality, environmental aspects and purchase (order delays, number of partial shipments, and overall development). The results of the KPI evaluation are taken into account in the bi-annual supplier assessment and lead to production decisions. Suppliers who are performing well can expect higher orders or training. If a supplier scores low, SOLO Invest investigates the reason and offers support. In case of a lack of improvements by the supplier, the company considers termination of the cooperation.

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: SOLO Invest has a clear policy on subcontracting with a written agreement for all its suppliers. A strict policy is used in case production locations seem dishonest about subcontracting, including fines. SOLO Invest QC staff will regularly visit all production locations to check products in the lines and also whether finished products arrive on site. Also, during visits SOLO Invest staff will check production location set-up and machinery to ensure the location is able to make the requested orders.

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: SOLO Invest has identified a risk of homeworkers being used for production in China. The company uses the same approach it has to prevent unauthorised subcontracting to prevent homeworkers from being used for its products (see indicator 2.11).

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: SOLO Invest uses contracts with its suppliers. The member has agreements in the form of General Terms and Conditions of Purchase combined with specific purchase orders that stipulate all terms, including payment terms, liability and penalties. The agreement includes penalties for late delivery, although, during the performance check, it was discussed that these clauses had not been used in the past financial year. The agreement also includes a reference to Fair Wear and the Code of Labour Practices. However, the contracts do not mention any shared responsibilities.

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

Recommendation: Fair Wear strongly recommends SOLO Invest to include the shared responsibility of CoLP implementation in its contracts, including fair payment terms. SOLO Invest is advised to review its contracts with suppliers against the principles mentioned in the Common Framework of Responsible Purchasing Practices (CFRPP).

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.14 Member company has formally integrated responsible business practices and possible impacts on human rights violations in their 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. CSR and Sourcing use a shared KPI scorecard for all suppliers. In addition, the supplier scorecards are also used as external KPIs towards the company's financiers. SOLO Invest has included responsible business practices in job role competencies of staff responsible for maintaining relations with production locations, such as the Buying Director and the Quality, R&D and Sustainability Director.

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: SOLO Invest has a strong and detailed production planning system and knows the output of each line per day. The brand has a forecast of six months or one year, depending on the products. The production schedule is discussed and agreed on monthly with suppliers, with a lead time between 90 to 120 days. The brand also considers a material lead time of 120 to 150 days before production.

Detailed production planning is crucial for the brand and its suppliers as high productivity is needed due to the large quantities of its orders (for example, T-shirts and polos), similar styles and colours. Small adjustments are communicated to factories to plan the production capacities accordingly. Bulk orders are always placed with a shipment date instead of a delivery date, and for every order, SOLO Invest plans a buffer of fourteen days to cover delays. The production schedule allows SOLO Invest to follow the steps at any production and shipping stage and analyse the bottlenecks. When the situation seems sensitive regarding overtime, the brand can reduce quantities, the production time can be spread over several months, or orders could be reshuffled to other production locations. Also, at least two production locations are used for the same style to give space for delays.

SOLO Invest is flexible with order delays and does not pressure its suppliers. However, if a supplier cannot deliver its goods within fourteen days of buffer time, it gets a lower rating in the supplier evaluation.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.16 Member company can demonstrate the link between its buying prices and wage levels at production locations.	Basic	Understanding the labour component of buying prices is an essential first step for member companies towards ensuring the payment of minimum wages - and towards the implementation of living wages.	Interviews with production staff, documents related to member's pricing policy and system, buying contracts, cost sheets including labour minutes.	2	6	0

Comment: SOLO Invest works with open costing at all its production locations, and price negotiations are based on monthly agreements. SOLO Invest is in direct contact with most of the yarn suppliers, with which they set a price on a monthly base, sometimes for six months. If wages increase in that period, they will be adjusted in the FOB price. SOLO Invest has a good and complete overview of wages, including the different grades.

The brand started a project to understand the link between its buying prices and wages. Yet, SOLO Invest cannot link its prices to wages.

Recommendation: SOLO Invest could provide suppliers who do not work with fact-based costing related to labour costs, training on product costing and how to quote prices, including (direct and indirect) labour costs. Fair Price product owners are available to conduct such training in all Fair Wear production countries.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.17 All sourcing intermediaries play an active role in upholding 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: For some production locations, SOLO Invest works with offices or traders, but the company also always has direct contact with factories. SOLO Invest's general agreements, including the Fair Wear Code of Labour Practices, are signed with the intermediary and the production locations. All intermediaries are expected to support the implementation of the CoLP. The purchase orders are directed at the factory and SOLO Invest also pays its invoices directly to the factory. The factory has a financial relationship with the intermediary. SOLO Invest does not know the details of that relationship.

Layer 3 Remediation and impact

Possible Points: 96

Earned Points: 52

Indicators on Quality and coherence of 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 prioritisation and follow-up programmes according to the risk profile.	Intermediate	Based on the risk assessment outcomes, a factory risk profile can be determined with accompanying intervention strategies, including improvement and prevention programmes.	Overview of supplier base with accompanying risk profile and follow-up programmes.	4	6	0

Comment: SOLO Invest has basic follow-up plans that match the risk profile for its production locations. These plans mostly follow audit CAPs and complaints. SOLO Invest sources from 26 production locations in Bangladesh. The member has signed the International Accord. SOLO Invest only sources from factories that are covered under the RMG Sustainability Council (RSC), for Bangladesh and also for Pakistan.

Recommendation: Fair Wear recommends the member to further improve its follow-up plans.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.2 Member company's improvement and prevention programmes include a gender lens.	Basic	The prevention and improvement programmes should ensure equitable outcomes. Thus, a gender lens should be incorporated in all programmes regardless of whether or not the programme is specifically about gender.	Proof of incorporation of the gender lens in follow up programmes, including stakeholder input.	2	6	0

Comment: Some audits identify gender-specific issues, which SOLO Invest has addressed. SOLO Invest does not systematically include a gender lens in its follow-up plans. However, it has identified the lack of female supervisors as a main reason for most of the problems it encounters in production locations. It therefore actively promotes training for women to enable them to take on other positions in the production location.

Recommendation: SOLO Invest is recommended to extend systematically including a gender lens to the implementation of all its improvement actions.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.3 Member company's improvement and prevention programmes include steps to encourage freedom of association and effective social dialogue.	Intermediate	Freedom of Association and Collective Bargaining are enabling rights. Therefore, ensuring they are prioritised in improvement and prevention programmes can help support improvements in all other areas.	Available prevention and improvement programmes, including stakeholder input.	4	6	0

Comment: SOLO Invest included some steps to encourage FoA and effective social dialogue in its improvement or prevention actions. These steps are focused on finding alternative ways of ensuring workers are able to raise their concerns, for example, by employing social workers in Chinese factories. In addition, SOLO Invest actively pushes production locations to have a democratically elected worker participation committee. During each factory visit, SOLO Invest representatives meet with representatives of the committees.

Recommendation: Fair Wear recommends SOLO Invest to be more comprehensive and include more steps to promote FoA and effective social dialogue in its improvement and prevention actions.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.4 Member company actively supports operational-level internal grievance mechanism.	Basic	Fair Wear's complaints helpline is a safety net in case local grievance mechanisms do not provide access to remedy. Members are expected to actively support and monitor the effectiveness of operational-level grievance mechanisms as part of regular contact with their suppliers.	Communication with suppliers, responses to grievances, minutes of internal worker committees, evidence of democratically elected worker representation, evidence of handled grievance, review of factory policies, and proof of effective social dialogue.	2	6	0

Comment: SOLO Invest monitors internal grievance mechanisms, which often consist of a complaint box, a designated HR grievance officer and a grievance registry. However, no grievances are raised. Therefore, SOLO Invest focuses on raising awareness of the Fair Wear Complaint helpline in all its production locations, rather than on improving the operational-level grievance mechanisms.

Recommendation: Fair Wear recommends SOLO Invest to support the improvement of internal grievance mechanisms at production locations and continue to monitor its functioning.

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: SOLO Invest actively cooperates with other customers at its shared suppliers, responding to CAPs and complaints and sharing training costs. Next to that, the member also cooperates in taking more preventive measures, such as organising training, and joint living wage work.

Indicators on Improvement and prevention

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.6 Degree of progress towards implementation of improvement programme per relevant factory.	62%	Fair Wear expects members to show progress towards the implementation of improvement programmes. Members are expected to be actively involved in the examination and remediation of any factory-specific problem.	Progress reports on improvement programmes.	4	6	-2

Comment: During the performance check, the member could demonstrate with a sample that up to two third of the CAP issues requiring improvement actions have been addressed within the set timeframe. Actions range from follow-up on wage issues to health and safety improvements.

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: SOLO Invest has identified some root causes of the CAP issues and discussed these with its suppliers. The root cause analysis results mainly point to the need for more women in higher positions. The member has started to develop some preventive steps addressing these root causes, focused on training and appraisal policies.

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 improvement or prevention programme 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: SOLO Invest has one supplier in France where improvement or prevention steps are not needed. This covers 0,5% of the member's total FOB.

Although SOLO Invest is in regular contact with this production location, also about its Fair Wear membership and the Code of Labour Practices. The member does not include worker representatives/local unions in discussions with factory management on possible human rights risks.

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

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Basic	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.	2	6	0

Comment: In the previous year, all audit reports of a total six audits mention excessive overtime. SOLO Invest analysed the root causes of these findings. According to the member, excessive overtime is caused by orders from other customers at production locations. SOLO Invest has started discussing the findings with production locations but has not yet addressed its root causes.

Recommendation: 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.	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, all six audits included findings regarding non-payment of legally required wage elements. In three cases, support staff did not receive legal minimum wage. In other cases, legally required overtime premiums, allowances and statutory leaves were not paid. SOLO Invest has discussed all findings and has received information from the production locations indicating the findings have been addressed and that all wage elements are paid correctly. There has been no evidence collected that wages were paid retroactively.

In 2022, a few production locations in China were closed due to lockdowns. SOLO Invest checked that wages were continuously paid to all workers and received confirmation.

Recommendation: Fair Wear strongly recommends SOLO Invest to ensure problems of payments below legal minimum wages are not just prevented going forward but also remediated retroactively.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.11 Degree to which member company assesses and responds to root causes of wages lower than living wages in production locations.	Basic	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach.	Member companies may present a wide range of evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, wage data/wage ladders, gap analysis, correspondence with factories, etc.	2	6	0

Comment: SOLO Invest has a basic overview of the wage levels at its suppliers and has started discussing internally how to address the topic of wages. With two production locations it has started to use the Fair Price app to better understand the implications on its prices if wages would rise.

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

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.12 Member company determines and finances wage increases.	Basic	Member companies should have strategies in place to contribute to and finance wage increases in their production locations.	Analysis of wage gap, strategy on paper, demonstrated roll out process.	2	6	0

Comment: SOLO Invest has started analysing the costs of financing wage increases for two production locations. For analysis purposes, it has set the target wage for its Bangladeshi production locations at 12000 takka. Once the analysis is done, the company will discuss how to finance wage increases.

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

Comment: At the moment, SOLO Invest does not contribute to higher wages at any of its production locations.

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 Complaints Procedure.	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: SOLO Invest received four complaints in the past financial year from two production locations in Bangladesh. Three complaints regarding payment issues and one complaint about harassment were resolved.

SOLO Invest included the outcome of these complaints in deciding on follow-up in its human rights improvement and prevention plans, specifically related to ensuring more women participate at different levels in the production location. SOLO Invest believes that would reduce the chance of harassment and problems concerning the payment of maternity benefits.

Recommendation: In addition to the measures taken, SOLO Invest could organise training for its production locations on preventing gender-based violence and harassment.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.15 Degree to which member company implements training appropriate to the improvement or prevention programme.	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: SOLO Invest has some CAP findings where training is a recommended follow-up action, specifically regarding awareness of labour rights and health and safety issues. SOLO Invest has checked that the health and safety training is taking place and asks factories to include awareness training suggestions in internal (onboarding) training.

Recommendation: SOLO Invest is recommended to implement training for all factories, also where this is not part of its improvement and/or prevention programme.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.16 Degree to which member company follows up after a training programme.	Intermediate	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.	4	6	0

Comment: Several Bangladeshi production locations participated in a WEP Gender-based Violence and Harassment in 2021. SOLO Invest checked in on the anti-harassment committees. SOLO Invest has not yet used the results of the training as input for its human rights risk monitoring.

Recommendation: We encourage SOLO Invest to expand its follow-up. Fair Wear recommends SOLO Invest to use the training results as input for SOLO Invest's human rights risk monitoring.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.17 The member company's human rights risk monitoring system includes a responsible exit strategy.	Insufficient	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.	0	4	0

Comment: In 2022, SOLO Invest developed an exit strategy but did not put it into practice. It did not continue production at three locations it had started in 2021.

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

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

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

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 22

Earned Points: 10

Indicators on Communication, transparency and evaluation

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.1 Member company actively communicates about Fair Wear membership and its human rights due diligence efforts.	Insufficient	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.	0	4	0

Comment: SOLO Invest does not communicate accurately about Fair Wear membership on its website, as it shows the Fair Wear Leader logo, while SOLO Invest did not obtain Leader status last year.

Requirement: Fair Wear membership should be communicated according to the Fair Wear communications policy.

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: SOLO Invest does not sell external brands.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.3 Social report is submitted to Fair Wear and is published on the member company's website.	Intermediate	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.	2	4	0

Comment: SOLO Invest has submitted its social report, which Fair Wear approved. SOLO Invest has not published the report on its website.

Recommendation: A social report is an important tool for member companies to share their efforts with stakeholders transparently. Therefore, Fair Wear strongly recommends that SOLO Invest publishes the social report on its website.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.4 Member company engages in advanced reporting activities.	Insufficient	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.	0	4	0

Comment: SOLO Invest does not report on factory-level data and remediation results.

Recommendation: SOLO Invest is recommended to include more factory-level data in its reporting and ensure suppliers consent with data sharing.

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: SOLO Invest has a system to track progress and check if implemented measures have effectively prevented and remediated human rights violations, which are translated into the supplier scorecard. The supplier scorecard is shared with all relevant people within the company, including the CEO, and used in discussions with production locations.

Recommendation: The member is advised to include feedback from workers and suppliers in its evaluation system.

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

Comment: The previous performance check included requirements related to CAP follow-up, mitigating excessive overtime, payment of legal minimum wage and a strategy to finance higher wages. Although on some of the topics there is still work to do, SOLO Invest addressed all requirements from the previous performance check.

5 Appreciation chapter

5.1 Member company publicly responded to problems/allegations raised by consumers, the media, or NGOs.: Not applicable

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

Comments: In December 2022, SOLO Invest joined the round table on freedom of association and social dialogue organized by STITCH (Fair Wear, ILO Better Work, CNV Internationaal, FNV Mondiaal and Ministry of Foreign Affairs of Netherlands) in Bangladesh.

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

Comments: In 2022, SOLO Invest joined the Black Friday Campaign, turning Black Friday into Fair Friday. The CSR Director frequently speaks in public about sustainability.

Recommendations to Fair Wear

SOLO Invest recommends Fair Wear to connect more to the factory and more to the brand. Fair Wear could be more connected to the follow-up after audits—more engagement to bring better results to labour conditions.

In addition, SOLO Invest recommends Fair Wear to organise more interaction with additional stakeholders, for example more involvement of BGMEA. Having them involved helps to address some of the main topics, such as working hours and wages.

Brand Performance Check details

Date of Brand Performance Check: **14-06-2023**

Conducted by: **Anne van Lakerveld**

Interviews with: **Geert De Wael** - Quality, R&D and Sustainability Director

Cédric Lenoir - Buying Director

Ashikur Rahman - In-Charge (CSR)

Noémie Dezert - Accounts

Mattias Ganem – Certifications