

Membership fee members 2012

Fair Wear Foundation distinguishes between two types of membership:

- Affiliates: members who have their own production that they source from factories either directly or through agents.
- Ambassadors: members, e.g. trade firms, who do not have their own production and who have no significant influence on labour conditions in the factories.

Calculating the annual membership fee

The membership fee for Affiliates is calculated on the basis of the yearly turnover (in sewn products). For FWF Ambassadors, a fixed amount of € 1 700 applies.

Turnover (min) in €	Turnover (max) in €	Membership fee FWF in €
€ 0	* € 2 500 000	€ 2 650
€ 0	€ 5 000 000	€ 3 185
€ 5 000 001	€ 10 000 000	€ 3 715
€ 10 000 001	€ 15 000 000	€ 4 245
€ 15 000 001	€ 20 000 000	€ 4 775
€ 20 000 001	€ 25 000 000	€ 5 305
€ 25 000 001	€ 30 000 000	€ 5 835
€ 30 000 001	€ 35 000 000	€ 6 365
€ 35 000 001	€ 40 000 000	€ 6 895
€ 40 000 001	€ 45 000 000	€ 7 425
€ 45 000 001	€ 50 000 000	€ 7 955
€ 50 000 001	€ 60 000 000	€ 9 020
€ 60 000 001	€ 70 000 000	€ 10 080
€ 70 000 001	€ 80 000 000	€ 11 140
€ 80 000 001	€ 90 000 000	€ 12 200
€ 90 000 001	€ 100 000 000	€ 13 260
€ 100 000 001	€ 125 000 000	€ 15 915
€ 125 000 001	€ 150 000 000	€ 18 565
€ 150 000 001	€ 175 000 000	€ 21 220
€ 175 000 001	€ 200 000 000	€ 23 870
€ 200 000 001	€ 250 000 000	€ 29 175
€ 250 000 001	€ 300 000 000	€ 34 480
€ 300 000 001	€ 350 000 000	€ 39 785
€ 350 000 001	€ 400 000 000	€ 45 090
€ 400 000 001	€ 450 000 000	€ 51 425
€ 450 000 001	€ 500 000 000	€ 55 700
€ 500 000 001	€ 750 000 000	€ 66 305
€ 750 000 001	€ 1 000 000 000	€ 82 750

* This only applies to companies who have a turnover in this range AND who produce in all present member states of the European Union except for Bulgaria and Romania (that is 25 member states), as well as the member states of the European Free Trade Association EFTA (Iceland, Liechtenstein, Norway and Switzerland). If a company with less than € 2 500 000 turnover starts producing or is already producing in countries outside the EU 25 + Switzerland, the membership fee is € 3 185.

The fees mentioned above are excluding VAT.

Explanation of calculation

- Your turnover is established on the basis of the consolidated annual financial report you have provided, accompanied by an accountant's assurance. The report should concern the last closed fiscal year (n-2). If the turnover has changed drastically with respect to the previous year, the difference is only taken into account if the membership fee would deviate more than 20% from the fee already invoiced, in which case you will receive a final invoice (debit or credit).
- If the (standard) accountant's assurance differentiates turnover in sewn products from turnover in other products, only the turnover in sewn products will be used to calculate the membership fee.
- The amounts are adjusted yearly to inflation rates.
- The board of FWF has the possibility to adjust the membership fees for the next year.

What does FWF do with your contribution?

- FWF verifies your activities and results towards the improvement of labour conditions in the factories you source from. By external, independent verification, FWF membership adds credibility to your efforts.
- FWF cooperates with a range of (civil society) organisations in production countries, allowing us to compile and expand knowledge on local labour conditions. This cooperation aims to contribute to a solid social dialogue in production countries. Our expertise can be accessed through, among others, our country studies, which are made available to you and which can be used to establish what it entails to implement the Code of Labour Practices in a factory in a specific country.
- FWF trains audit teams which are better and more affordable than the usual market players. These audit teams can be hired (for an additional fee) to perform your social audits, saving you the cost and trouble of training your own team or finding external audit teams. FWF will charge you € 200 per audit if you have used the teams trained by FWF. This is a contribution towards arranging the audits and the training and support the audit teams receive from FWF.
- FWF gives you feedback on the work plan and the annual social report to enhance the quality of the documents, both of which are intended to provide insight in your (planned) activities concerning the improvement of labour conditions and both of which enhance transparency of your efforts and results.
- Once your work plan has been approved and monitoring activities have taken place, FWF performs a number of verification audits. The costs of these are included in the membership fee. The results of these audits can be used to further improve labour conditions in the factories you source from.
- FWF periodically gives you feedback on your management system, allowing you to perfect it and step-by-step improve the processes in your organisation.
- FWF has a complaints handling procedure. If a complaint is filed by a factory worker or a local organisation, it will be handled jointly by FWF and the member



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company who sources from that factory. This allows for a very concrete contribution to the improvement of labour conditions in the factories.

- FWF cooperates with other organisations to harmonise efforts towards improvement of labour conditions.
- FWF organises an annual members' day for all its member companies. During the event, visitors can share experiences and find inspiration for new ideas. On request of member companies, moreover, FWF occasionally organises other, thematic activities.
- FWF informs consumers on sustainable purchasing and on the progress made by member companies.