



Brand Performance Check
Schöffel Sportbekleidung GmbH

This report covers the evaluation period 01-01-2021 to 31-12-2021

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.

This year's report covers the response of our members and the impact on their supply chain due to the COVID-19 pandemic which started in 2020. The COVID-19 pandemic limited the brands' ability to visit and audit factories. To ensure the monitoring of working conditions throughout the pandemic, Fair Wear and its member brands made use of additional monitoring tools, such as complaints reports, surveys, and the consultation of local stakeholders. These sources may not provide as detailed insights as audit reports. To assess outcomes at production location level, we have included all available types of evidence to provide an accurate overview of the brands' management systems and their efforts to improve working conditions. Nevertheless, brands should resume verifying working conditions through audits when the situation allows for.

Brand Performance Check Overview

Schöffel Sportbekleidung GmbH

Evaluation Period: 01-01-2021 to 31-12-2021

Member company information	
Headquarters:	Schwabmunchen , Germany
Member since:	2011-07-18
Product types:	Outdoor products; Sports & activewear; Workwear; Outdoorwear
Production in countries where Fair Wear is active:	China, Indonesia, Myanmar, Viet Nam
Production in other countries:	Albania, Cambodia, Ethiopia, Germany, Italy, Latvia, Portugal
Basic requirements	
Workplan and projected production location data for upcoming year have been submitted?	Yes
Actual production location data for evaluation period was submitted?	Yes
Membership fee has been paid?	Yes
Scoring overview	
% of own production under monitoring	83%
Benchmarking score	86
Category	Leader

Summary:

Schöffel Sportbekleidung GmbH (from here on Schöffel) has shown advanced results on performance indicators and has made exceptional progress. With a benchmarking score of 86, Schöffel is again placed in the Leader category. Although the monitoring threshold does not determine the category this year, Schöffel has fulfilled the monitoring requirements at suppliers providing 90% of its production volume.

Corona Addendum:

In 2021, COVID-19 still seriously impacted the member's supply chain. Schöffel focused on the individual producers' and countries' current situations. The member brand developed a special COVID-19 questionnaire based on the Fair Wear guideline, which producers have regularly completed since the pandemic's beginning.

At the beginning of 2021, the ski season was shut down due to the lockdown. This had an impact on already planned ski collections. As a result, Schöffel had to reduce order quantities in some cases but compensated for this with upcharge payments (up to 90%) to suppliers.

With 38% of its total FOB placed in Vietnam, Schöffel's production planning was impacted during the lockdowns in the country between July and October. Schöffel has had a representative office in the Vietnamese capital Hanoi since 2018. Two technicians work here as direct on-site contacts. When its suppliers had to shut down, Schöffel informed its suppliers that orders would not be pulled or moved outside Vietnam. The member offered flexibility by extending lead times and paying for air shipment. When factories closed in Vietnam, the member immediately started gathering information about local regulations. Together with other Fair Wear member brands, Schöffel sent out a questionnaire to all Vietnamese suppliers and collected detailed (wage) information about the situation in the factories.

What should be highlighted: Schöffel has a solid system to evaluate suppliers' compliance with the Code of Labour Practices. A structured scoring system was used and was shown during the performance check. Various criteria such as quality, price, and delivery are included in the supplier evaluation. All of those criteria are weighted differently. Corporate responsibility has the highest weighting in this scorecard. For example, the supplier's CAP follow-up and complaint handling are included here.

Within a living wage project in Vietnam, Schöffel has set the target wage. One factory was involved in this project, and 94% of factory workers received this target wage. Additionally, in two other factories in Vietnam, the average wage is above the Anker calculation by the Global Living Wage definition. Together the three factories cover 26% of Schöffel's total FOB.

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.

1. Purchasing Practices

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.1a Percentage of production volume from production locations where member company buys at least 10% of production capacity.	76%	Member companies with less than 10% of a production location's production capacity generally have limited influence on production location managers to make changes.	Supplier information provided by member company.	4	4	0

Comment: In 2021, 76% of Schöffel's production volume came from factories where the company buys at least 10% of the production capacity. The percentage was 13% lower than the previous year as Schöffel needed to shift production capacity to other factories due to COVID-19. In addition, Schöffel has new products in the product range, so it had to onboard new suppliers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.1b Percentage of production volume from production locations where member company buys less than 2% of its total FOB.	11.65%	Fair Wear provides incentives to clothing brands to consolidate their supplier base, especially at the tail end, as much as possible, and rewards those members who have a small tail end. Shortening the tail end reduces social compliance risks and enhances the impact of efficient use of capital and remediation efforts.	Production location information as provided to Fair Wear.	2	4	0

Comment: In 2021, Schöffel sourced 12% of its products from production locations where it buys less than 2% of its total FOB. This is a decrease in comparison to the previous financial year.

Recommendation: Fair Wear recommends that Schöffel consolidate its supply base by limiting the number of production locations in its 'tail end'. To achieve this, Schöffel should determine whether production locations where it buys less than 2% of its FOB are strategically relevant. Shortening the tail will reduce the social compliance risks the member is exposed to and allow the member to improve working conditions more efficiently and effectively.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.2 Percentage of production volume from production locations where a business relationship has existed for at least five years.	56%	Stable business relationships support most aspects of the Code of Labour Practices, and give production locations a reason to invest in improving working conditions.	Supplier information provided by member company.	3	4	0

Comment: Schöffel has had a business relationship with factories for at least five years, representing 56% of its total production volume.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.3 All (new) production locations are required to sign and return the questionnaire with the Code of Labour Practices before first bulk orders are placed.	Yes	The CoLP is the foundation of all work between production locations and brands, and the first step in developing a commitment to improvements.	Signed CoLPs are on file.	2	2	0

Comment: A formal system ensures that all new production locations are required to sign and return the questionnaire with the CoLP before the first bulk orders are placed. In 2021, Schöffel onboarded two new production locations in Albania and Cambodia. As part of its onboarding process, Schöffel collected signed questionnaires from its new production locations before placing the first bulk orders.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.4 Member company conducts human rights due diligence at all (new) production locations before placing orders.	Advanced	Due diligence helps to identify, prevent and mitigate potential human rights problems at suppliers.	Documentation may include pre-audits, existing audits, other types of risk assessments.	4	4	0

Comment: Schöffel has a solid due diligence process in place. To determine the country-specific risks, Schöffel maintains an excel overview in which the respective country risks are identified. Therefore, Schöffel uses external sources, such as Fair Wear country studies, NGO reports and internal audit reports to evaluate possible risks. The overview includes Tier 1 and Tier 2 supplier-specific risks. Before entering a new sourcing country, Schöffel also carries out a SWOT analysis as a basis for internal discussion. In 2021, Albania was added to Schöffel's production base.

Schöffel also has a systematically structured supplier onboarding process. This includes factory inspections, personal dialogue, the Fair Wear questionnaire, consultation of relevant stakeholders and other Fair Wear members, review of external audit reports and CAP follow-up where available. Visits by CSR or the Director of Quality and Corporate Sustainability are also part of the due diligence process. This process is also applied to material purchasing of suppliers, which Schöffel facilitates. The process is fully embedded in the data system, and every department provides input on potential new suppliers. The decision to start working with a new supplier is made during team meetings with production, management and CSR. The CSR manager is responsible for collecting the relevant information regarding the social compliance of the factory. The Executive Vice President takes the final decision.

These steps have been followed for two new suppliers. For the one new supplier in Cambodia, which was temporarily added in 2021 to help the member avoid excessive overtime in Myanmar, it was not possible to visit the factory in advance. This factory belongs to a longtime supplier partner, where Schöffel has been sourcing from many years.

In 2021, due to COVID-19, the government in Vietnam has decided on a strict lockdown. Vietnam is one of the most important sourcing countries, with more than 38 % of the member's FOB. Factories in the high-risk provinces were requested to work under the 3-on-site policy (which meant that workers temporarily lived within the factory premises and could not go home) or otherwise had to close temporarily. Meanwhile, some factories in the non-high-risk provinces worked under reduced capacity. Schöffel identified the main risks for workers were loss of jobs, payment of wages, and health and safety risks related to the 3-on-site policies. Schöffel kept in close contact with the suppliers and cross-checked the situation with the help of questionnaires. Due to this, the member found out that one of six factories in Vietnam works under 3-on-site. See for more information indicator 1.9.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.5 Production location compliance with Code of Labour Practices is evaluated in a systematic manner.	Yes, and leads to production decisions	A systemic approach is required to integrate social compliance into normal business processes, and supports good decisionmaking.	Documentation of systemic approach: rating systems, checklists, databases, etc.	2	2	0

Comment: Schöffel has a solid system to evaluate suppliers' compliance with the Code of Labour Practices. A structured scoring system is used and was shown during the performance check. Various criteria such as quality, price, and delivery are included in the supplier evaluation. All of those criteria are weighted differently. Corporate responsibility has the highest weighting in this scorecard. For example, the supplier's CAP follow-up and complaint handling are included here. Schöffel works together with suppliers to achieve continuous improvement. If a supplier does not show any effort or willingness beyond a certain period, Schöffel stops the business relationship.

The producer who achieves the best results in CR receives the CSR Award. The criteria for the CSR Award, among other things, are the supplier's performance in audit results, CAP and complaint follow-up, CSR documentation, transparency, communication and cooperation. In 2021, a Portuguese business partner with its production site in Portugal was awarded for the second year.

When exiting suppliers, Schöffel gives advance notice and gradually reduces orders.

In 2021 Schöffel left three suppliers. One factory produced face masks during the COVID-19 pandemic, and the products were not sold successfully. Moreover, the product range no longer fits Schöffel's product strategy. One supplier in Turkey was handled through an agent. Schöffel plans to work directly with suppliers and dispense entirely with agents. Therefore, the cooperation was terminated here.

When the Vietnamese government announced a lockdown in July, Schöffel and their local technicians in Vietnam reached out to its suppliers' management, ensuring that its orders would wait until after they could reopen. The member decided to not move orders outside of Vietnam. Schöffel also accepts delays in deliveries and has informed their customers about this.

Recommendation: Schöffel could also use the rating tool for the suppliers to give them the chance to rate Schöffel as a brand.

As soon as an exit is planned in a factory, the consequences for the workers should be analysed in a more structured way together with the factory.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.6 The member company's production planning systems support reasonable working hours.	Strong, integrated systems in place.	Member company production planning systems can have a significant impact on the levels of excessive overtime at production locations.	Documentation of robust planning systems.	4	4	0

Comment: Schöffel has an integrated production forecasting, planning, and delivery system. The production planning is entirely digitally via an internal ERP data system. Digitalising the whole process has helped the brand improve efficiency, lead times (factory holidays visible, means of transport, fabric lead times, etc.) and transparency. The orders are consolidated and placed per season, respecting the lead times given by each factory. A Schöffel technician regularly visits most production sites during production for quality control. When sharing forecasts, the supplier is explicitly notified that production planning and final production and delivery agreements need to be reachable during regular working hours (without overtime hours).

Schöffel sends the forecast to the supplier four months before placing the order. Never Out of Stock (NOS) products are spread for production during the low season and have more flexible delivery times. Production time is calculated together with the supplier, including extra time, e.g. development of the product, delivery time for fabric, production and transportation time. These are compiled in costing sheets. Schöffel knows each factory's production capacity, collected through factory datasheets. Schöffel analyses its suppliers' peak and low seasons production capacities before orders are placed.

In 2021, due to COVID-19, some factories were closed or worked under reduced capacity in some regions of Vietnam. Schöffel is monitoring and analysing delivery times after each season. This internal monitoring system helps to make decisions for future order placement. According to Schöffel's dialogue with suppliers, it can react flexibly to changing delivery times. The member has accepted delayed deliveries in Vietnam and covered air and train freight costs instead of sea-shipment for more flexibility towards suppliers.

To prevent excessive overtime in Myanmar, Schöffel shifted production capacity to a new production site in Cambodia.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.7 Degree to which member company mitigates root causes of excessive overtime.	Intermediate efforts	Some production delays are outside of the control of member companies; however there are a number of steps that can be taken to address production delays without resorting to excessive overtime.	Evidence of how member responds to excessive overtime and strategies that help reduce the risk of excessive overtime, such as: root cause analysis, reports, correspondence with factories, etc.	3	6	0

Comment: In late 2021 two Fair Wear audits in China were conducted. One audit found weekly working hours exceeding 60 hours at its supplier in China. External audit reports or Fair Wear audits from 2020 also show excessive overtime or inconsistent timekeeping. The leverage from Schöffel in those factories is small. Within the progress of the CAP follow-up, the root causes are worked out, and solutions are discussed in dialogue with the factory.

The local team in Vietnam has been trained and is supporting HQ CSR staff and production in China (checking time records). Schöffel conducted root cause analysis for overtime in the production countries except for low-risk countries.

In Vietnam, excessive overtime was caused by production planning and high volume orders. The CSR staff discussed the root causes of each supplier and followed up with some steps to prevent overtime. Other Fair Wear members were involved in discussions and follow-ups at several suppliers. Since the brand's production planning process has been digitalised and is more accurate in calculating lead times and monitoring the factory production status, it is expected to improve the overtime situation at its Vietnamese suppliers. Schöffel also monitors the fabric lead time in the internal production planning even though the brand buys ready-made garments.

Recommendation: Schöffel is recommended to take explicit steps to remediate the issue of excessive overtime in China. The root cause analysis of the findings from the Fair Wear audit in China at the end of 2021 should be continued and followed up in 2022. It is recommended to involve worker representatives more closely in the CAP follow-up on excessive overtime. In case of low leverage, Schöffel can also increasingly try to contact other factory customers for cooperation.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.8 Member company can demonstrate the link between its buying prices and wage levels in 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.	4	4	0

Comment: Schöffel has insight into the link between the buying price and wage levels in its production countries. The brand continues using its costing sheets to collect all labour-related data for all products, showing costs for fabric, trims, product labour calculated per minute per piece, packaging and factory profit margin combined with overhead costs. The costing sheets are done for 100% of Schöffel's production.

The employees use the costing sheets in product development, and the buyers also know the sheet. During the price meetings and product development, the buyer and the supplier discuss prices together. The labour minute factor is permanently fixed and not negotiable.

In 2021, specific pricing updates were done due to extra costs caused by the impact of COVID-19. Schöffel made a new cost calculation. Because of COVID-19, many workers were infected, so the workforce was reduced, and the sewing minutes were higher. The increased costs were included in the costing sheet by Schöffel without discussion. During COVID-19, Schöffel did not negotiate for discounts.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.9 Member company actively responds if production locations fail to pay legal minimum wages and/or fail to provide wage data to verify minimum wage is paid.	Yes	If a supplier fails to pay minimum wage or minimum wage payments cannot be verified, Fair Wear member companies are expected to hold management of the supplier accountable for respecting local labour law. Payment below minimum wage must be remediated urgently.	Complaint reports, CAPs, additional emails, Fair Wear Audit Reports or additional monitoring visits by a Fair Wear auditor, or other documents that show minimum wage issue is reported/resolved.	0	0	-2

Comment: One Fair Wear audit found a non-payment of legal minimum wage in late 2021. For one supplier in China, two out of 60 workers from the sampling department were not paid legal minimum wage. Since the audit was conducted at the end of November 2021, the problem could not be solved in 2021, and remediation will be assessed in the following performance check.

Due to the cancelled ski season caused by COVID-19, Schöffel had to reduce some orders in China. Nevertheless, Schöffel paid 90% upcharge for this collection in 2021 to guarantee the payment of wages. For this purpose, Schöffel was in close dialogue with the supplier.

During the lockdown in Vietnam, Schöffel and other Fair Wear member brands identified a high risk for payment below the legal minimum wage. Government regulations required factories to continue the payment of wages for the first two weeks of closure in July. Schöffel and the local team in Vietnam were in close contact with the suppliers, emphasising that at least the legal minimum wage should be paid. To request detailed information about wage payments, Schöffel used a questionnaire sent out to all suppliers in Vietnam. Schöffel collaborated with other members sourcing from Vietnam to get clarity about governmental regulations and the kind of information to collect. With the collected data, Schöffel and other Fair Wear member brands shared an overview showing the situation per supplier per month; when the supplier was closed, implementing three onsite, paying legal minimum wage, or arranged for governmental subsidy. During the whole period, Schöffel was in close contact with all their suppliers affected by the lockdown and asked for wage data.

Schöffel showed initiative in fulfilling its due diligence obligations regarding the lockdown in Vietnam. However, within the Brand Performance Check, it could not be verified whether all workers received wage payments or governmental subsidies equal to the minimum wage during the lockdown period. The member plans audits to verify received wage data. When data is verified, the member can conclude its follow-up.

Requirement: Schöffel is required to collaborate with its Vietnamese suppliers and find a solution for the workers who did not receive legal minimum wage during the months of lockdown.

Recommendation: Fair Wear strongly recommends that Schöffel verifies whether legal minimum wage issues in China have been resolved. Schöffel should plan a monitoring visit of one of Fair Wear's auditors to verify the situation in Vietnam.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.10 Evidence of late payments to suppliers by member company.	No	Late payments to suppliers can have a negative impact on production locations and their ability to pay workers on time. Most garment workers have minimal savings, and even a brief delay in payments can cause serious problems.	Based on a complaint or audit report; review of production location and member company financial documents.	0	0	-1

Comment: No evidence of late payments to suppliers by Schöffel was found during the last financial year. Schöffel's payment terms with suppliers are to pay when proof of shipment is provided. With some suppliers in Vietnam, Schöffel pays for the materials in advance. At its suppliers in Myanmar, Schöffel makes prepayments to the suppliers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.11 Degree to which member company assesses and responds to root causes for wages that are lower than living wages in production locations.	Intermediate	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach	Evidence of how payment below living wage was addressed, such as: Internal policy and strategy documents, reports, correspondence with factories, etc	4	6	0

Comment: Schöffel analyses the wage levels of its suppliers based on the Fair Wear wage ladders and the costing sheets. Wage comparison has been made per factory and country. Following CAP findings, the brand has ongoing discussions with suppliers regarding living wages and circumstances which led to lower wages. During the Brand Performance Check, Schöffel showed the minutes of meeting, which shows that the living wage is now part of Schöffel internal price meetings.

Schöffel is comparing labour costs from costing sheets and analysing the actual wages provided in audit reports by comparing these with the living wage benchmarks of Anker wage and Asia Floor Wage. The wage analysis has been done for all active countries, except low-risk countries.

Due to the COVID-19 pandemic, Schöffel did not implement a specific living wage project in 2021 but plans to resume in 2022.

Recommendation: Fair Wear encourages Schöffel to discuss different strategies to work towards higher wages with suppliers. It is advised to start with suppliers where the member is responsible for a large percentage of production and long-term business relationship. It is also recommended to include worker representatives in that case.

When approaching the implementation of Living Wage projects, it is recommended to use the fair price app and also collaborate with other Fair Wear brand members.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.12 Percentage of production volume from factories owned by the member company (bonus indicator).	None	Owning a supplier increases the accountability and reduces the risk of unexpected CoLP violations. Given these advantages, this is a bonus indicator. Extra points are possible, but the indicator will not negatively affect an member company's score.	Supplier information provided by member company.	N/A	2	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.13 Member company determines and finances wage increases.	Intermediate	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach.	Evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, correspondence with factories, etc.	2	6	0

Comment: In 2018, Schöffel already took the first steps toward living wages. In Vietnam, Schöffel and two other Fair Wear members conducted a study to estimate living costs for the Thai Binh region to define a living wage benchmark in consultation with local staff, experts and selected workers. When the minimum wage in the region was raised, the target wage level was re-evaluated. At two of its Vietnamese suppliers, Schöffel pays its share of the target wage set for the Thai Binh region.

Other specific living wage projects stopped due to the Covid-19 pandemic. However, some further steps could also be identified in 2021: The member company has calculated the costs to increase the prices to reach the living wage benchmark. In 2021, Schöffel already made a concept for changing the retail prices for the NOS styles to raise the labour costs in the price costing.

Recommendation: In determining what is needed and how wages should be increased, it is recommended to involve worker representation. Schöffel can also use the fair price app to restart the Living Wage projects in 2022.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.14 Percentage of production volume where the member company pays its share of the target wage.	26%	Fair Wear member companies are challenged to adopt approaches that absorb the extra costs of increasing wages.	Member company's own documentation, evidence of target wage implementation, such as wage reports, factory documentation, communication with factories, etc.	4	6	0

Comment: Within the living wage project in Vietnam, Schöffel has set the target wage. One factory was involved in this project, and 94% of factory workers received this target wage. Additionally, in two other factories in Vietnam, the average wage is above the Anker calculation by the Global Living Wage definition. Together the three factories cover 26% of Schöffel's total FOB.

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

Purchasing Practices

Possible Points: 52

Earned Points: 38

2. Monitoring and Remediation

Basic measurements	Result	Comments
% of production volume where an audit took place.	90%	
% of production volume where monitoring requirements for low-risk countries are fulfilled.	5%	To be counted towards the monitoring threshold, FWF low-risk policy should be implemented. See indicator 2.9. (N/A = no production in low risk countries.)
Member meets monitoring requirements for tail-end production locations.	Yes	
Requirement(s) for next performance check		
Total monitoring threshold:	83%	Measured as percentage of production volume (Minimums: 1 year: 40%; 2 years 60%; 3 years+: 80-100%)

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.1 Specific staff person is designated to follow up on problems identified by monitoring system.	Yes	Followup is a serious part of Fair Wear membership, and cannot be successfully managed on an ad-hoc basis.	Manuals, emails, etc., demonstrating who the designated staff person is.	2	2	-2

Comment: In 2021, Schöffel had two CSR managers at its headquarters, responsible for the follow-up on issues identified during the monitoring process at production facilities. The CSR staff is supported by technicians located in Vietnam and Myanmar. Further, the QC and purchasing staff support when visiting production locations.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.2 Quality of own auditing system meets FWF standards.	Member makes use of FWF audits and/or external audits only	In case Fair Wear teams cannot be used, the member companies' own auditing system must ensure sufficient quality in order for Fair Wear to approve the auditing system.	Information on audit methodology.	N/A	0	-1

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.3 Audit Report and Corrective Action Plan (CAP) findings are shared with factory and worker representation where applicable. Improvement timelines are established in a timely manner.	Yes	2 part indicator: Fair Wear audit reports were shared and discussed with suppliers within two months of audit receipt AND a reasonable time frame was specified for resolving findings.	Corrective Action Plans, emails; findings of followup audits; brand representative present during audit exit meeting, etc.	2	2	-1

Comment: Schöffel shares the audit reports and Corrective Action Plan findings with factories and internally with all relevant departments on time. Findings are requested to be shared with worker representation where applicable, but the involvement of worker representation is not yet actively taken up by Schöffel.

Recommendation: Before an audit, Schöffel is recommended to check with the supplier whether worker representatives are active. This way, the member can be involved from the start of an audit and invited to the audit opening and exit meeting.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.4 Degree of progress towards resolution of existing Corrective Action Plans and remediation of identified problems.	Intermediate	Fair Wear considers efforts to resolve CAPs to be one of the most important things that member companies can do towards improving working conditions.	CAP-related documentation including status of findings, documentation of remediation and follow up actions taken by member. Reports of quality assessments. Evidence of understanding relevant issues.	6	8	-2

Comment: Schöffel systematically follows up on Corrective Action Plans. Schöffel asks its suppliers to send pictures or documents to confirm improvements; quality control staff checks improvements on-site, where possible. The product development and purchasing departments also discuss more complex and structural findings. With CSR, Schöffel also discusses these findings during factory visits or meetings (online or in Europe) with the suppliers. Top management is frequently involved in discussions and visits its suppliers. Schöffel also actively asks its suppliers to involve worker representatives where possible. As Schöffel shares production locations with other Fair Wear members, remediation was followed up by other brands. However, the verification and proof of follow-up are actively chased by Schöffel.

Since it was not possible for CSR staff to visit in 2021, local technicians visited the factory to check documentation such as payslips and payrolls in Vietnam. This was also done to follow up on CAPs to verify improvements made on findings in China and Vietnam about findings of excessive overtime and inconsistent record-keeping. The two technicians participated in Gender-Based Violence (GBV)-Training in Vietnam in 2019. The CSR team established regular updates on CAP every four weeks to help remediate CAP issues. All factories are informed and must stick to deadlines as the brand will evaluate this. Schöffel trained the local technicians on social labour standards to involve them in the CAP follow-up more closely.

For the Brand Performance Check, a sample of CAPs has been reviewed. Health and safety issues were found at suppliers in China and Vietnam. These were discussed with the suppliers directly and verified through either visual proof or visits of local technicians. At that time, more complex issues related to working hours or living wages were still in progress or open. In some cases, CAPs were not fully resolved until they could not be verified during a visit.

When possible, the brand involves factories in training to create awareness of specific topics (Work Place Education programmes such as the WEP Basic and WEP Communications).

Recommendation: It is recommended to involve worker representatives more closely in the CAP follow-up.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.5 Percentage of production volume from production locations that have been visited by the member company in the previous financial year.	not applicable	Due to the Covid-19 pandemic, brands could often not visit their suppliers from March - December 2020. For consistency purposes, we therefore decided to score all our member brands N/A on visiting suppliers over the year 2020.	Member companies should document all production location visits with at least the date and name of the visitor.	N/A	4	0

Comment: As travel was restricted due to the COVID-19 pandemic, this indicator is not applicable in 2021 for all Fair Wear members.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.6 Existing audit reports from other sources are collected.	Yes, quality assessed and corrective actions implemented	Existing reports form a basis for understanding the issues and strengths of a supplier, and reduces duplicative work.	Audit reports are on file; evidence of followup on prior CAPs. Reports of quality assessments.	3	3	0

Comment: In 2021, Schöffel requested audits from another audit agency. Existing audit reports from other sources are mainly collected when new suppliers are onboarded. In consultation with Fair Wear, these reports were verified and accepted. Schöffel demonstrated a systematic follow-up on issues identified in these reports.

Recommendation: It is recommended that in the future, Schöffel independently checks the audits in advance with the Audit Quality Assessment Tool provided by Fair Wear before submitting them to Fair Wear for verification.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.7 Compliance with FWF risk policies.	Advanced result on all relevant policies	Aside from regular monitoring and remediation requirements under Fair Wear membership, countries, specific areas within countries or specific product groups may pose specific risks that require additional steps to address and remediate those risks. Fair Wear requires member companies to be aware of those risks and implement policy requirements as prescribed by Fair Wear.	Policy documents, inspection reports, evidence of cooperation with other customers sourcing at the same factories, reports of meetings with suppliers, reports of additional activities and/or attendance lists as mentioned in policy documents.	6	6	-2
Compliance with FWF enhanced monitoring programme Bangladesh	Policies are not relevant to the company's supply chain			N/A	6	-2
Compliance with FWF Myanmar policy	Advanced			6	6	-2
Compliance with FWF guidance on abrasive blasting	Policies are not relevant to the company's supply chain			N/A	6	-2
Compliance with FWF guidance on risks related to Turkish garment factories employing Syrian refugees	Policies are not relevant to the company's supply chain			N/A	6	-2
Other risks specific to the member's supply chain are addressed by its monitoring system	Advanced			6	6	-2

Comment: Schöffel monitors and analyses common risks for their sourcing countries and products using the information provided by Fair Wear (country studies, stakeholder information) and other NGOs. As part of the Partnership for Sustainable Textiles (PST) membership, Schöffel uses a complex analysis of the sector risks assigned to the respective production countries.

Myanmar:

Myanmar is an important production country for Schöffel since around 31% of Schöffel's total FOB is produced in Myanmar. Schöffel is following Fair Wear's additional requirements for the country, and factories are not allowed to be connected to the government or the military. Its quality technician monitors all production locations; the collected information is shared with other Fair Wear members. The CSR team is continuously checking on the current political situation. Three suppliers participated in a Fair Wear training to establish a comprehensive age verification system. Schöffel also enrolled two suppliers in the WEP Basic and Communication training. The company made a clear statement against gender-based violence.

Schöffel has published audit results of Myanmar production locations and shares information on wage levels in its social report. A common risk in Myanmar is that trainee workers are paid below the legal minimum wage, which is legal under Myanmar law. In 2020, Schöffel has achieved that its three suppliers pay 100% of the legal minimum wage to all workers during probation. Factories showed payslips to show they were still paying legal minimum wages to all workers. It is not scheduled to onboard new factories in Myanmar in the future.

Other risks:

China:

Approximately 13% of Schöffel's production in 2021 came from China. The company is aware of country-specific risks such as limited governmental trade union and difficulties within the freedom of association and collective bargaining. Schöffel also looks at potential forced labour risks, which an external inspection agency checks. The brand created a product compliance agreement including additional tiers to confirm that no materials, products or services are sourced from Xinjiang.

Vietnam:

In 2021, 38% of its production was sourced from Vietnam. Schöffel invested in a local office to track and follow up on its Vietnamese production location risks. The brand is aware of the specific country risks. It is actively working on preventing excessive overtime and emphasising the right to freedom of association by discussing the functioning of the worker committee.

Ethiopia:

Schöffel sources from one factory in Ethiopia (1% of Schöffel's total FOB). Fair Wear is not active here. In Ethiopia, Schöffel had an external technician visit to ensure the supplier could carry out social distancing, closed sewing lines where necessary, and confirmed it was in line with government-imposed measures. The COVID-19 situation in Ethiopia was very unclear, even though Schöffel was in constant contact with the factory.

Italy:

One long-term production site of Schöffel is in the region of Piedmont in Italy. The risk of migrant workers employed at this production site was checked. The production site is small, employing around 50 workers and products are high-tech. In 2021, an audit took place in the factory that Schöffel onboarded in 2020. Schöffel is familiar with the Italy country risk study published by Fair Wear.

COVID-19:

Schöffel has a written diligence guideline for dealing with the COVID-19 pandemic. This contains three different topic blocks: (1) support for employees, (2) support for suppliers and (3) cooperation. Schöffel sent out COVID-19 questionnaires to the producers regularly to record the current situation in the factories and cover various topics such as COVID-19 case numbers, compliance with hygiene and safety regulations, ensuring wages are paid and enquiring about other risk factors.

Recommendation: The member is encouraged to cooperate with other Fair Wear members sourcing from Ethiopia and planning an audit with an external audit agency.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.8 Member company cooperates with other FWF member companies in resolving corrective actions at shared suppliers.	Active cooperation	Cooperation between customers increases leverage and chances of successful outcomes. Cooperation also reduces the chances of a factory having to conduct multiple Corrective Action Plans about the same issue with multiple customers.	Shared CAPs, evidence of cooperation with other customers.	2	2	-1

Comment: Whenever possible, Schöffel actively shares audit reports, and CAPs follow up with Fair Wear members and other customers. In 2021, the brand was actively cooperating with other Fair Wear members.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.9 Percentage of production volume where monitoring requirements for low-risk countries are fulfilled.	70%	Low-risk countries are determined by the presence and proper functioning of institutions which can guarantee compliance with national and international standards and laws. Fair Wear has defined minimum monitoring requirements for production locations in low-risk countries.	Documentation of visits, notification of suppliers of Fair Wear membership; posting of worker information sheets, completed questionnaires.	2	2	0

Member undertakes additional activities to monitor suppliers.: No (o)

Comment: 7% of Schöffel's total FOB is placed at suppliers in low-risk countries. The member follows the Fair Wear monitoring requirements for all of these suppliers. In addition, Schöffel collects third-party audits to check the labour conditions at its suppliers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.10 Extra bonus indicator: in case FWF member company conducts full audits at tail-end production locations (when the minimum required monitoring threshold is met).	Yes	Fair Wear encourages its members to monitor 100% of its production locations and rewards those members who conduct full audits above the minimum required monitoring threshold.	Production location information as provided to Fair Wear and recent Audit Reports.	2	2	0

Comment: Schöffel organised a Fair Wear audit for one of its tail-end production locations in 2021.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.11 Questionnaire is sent and information is collected from external brands resold by the member company.	No external brands resold	Fair Wear believes it is important for affiliates that have a retail/wholesale arm to at least know if the brands they resell are members of Fair Wear or a similar organisation, and in which countries those brands produce goods.	Questionnaires are on file.	N/A	2	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.12 External brands resold by member companies that are members of another credible initiative (% of external sales volume).	No external brands resold	Fair Wear believes members who resell products should be rewarded for choosing to sell external brands who also take their supply chain responsibilities seriously and are open about in which countries they produce goods.	External production data in Fair Wear's information management system. Documentation of sales volumes of products made by Fair Wear or FLA members.	N/A	3	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.13 Questionnaire is sent and information is collected from licensees.	Yes, and member has information of production locations	Fair Wear believes it is important for member companies to know if the licensee is committed to the implementation of the same labour standards and has a monitoring system in place.	Questionnaires are on file. Contracts with licensees.	1	1	0

Comment: For its three licensees (in Japan, Taiwan and UK), Schöffel has collected signed questionnaires. Schöffel implemented an onboarding process for all licensees. Schöffel gave a meeting about Fair Wear Foundation and the requirements. The licensees also sent audit reports concerning the production of their other brands and shared the production locations with Schöffel. Licensees must fulfil Schöffel's requirements which apply to the own production, and closer monitoring will be implemented in the future. Schöffel committed to the eight labour standards in the contract with the licensees.

Monitoring and Remediation

Possible Points: 27

Earned Points: 26

Additional comments on Monitoring and Remediation :

Schöffel has supported humanitarian organisations for years with material donations to help people affected by disasters and poverty. The company sees this commitment as an important factor in its corporate policy and its sustainability strategy. In 2021 the company collected around 9,900 material donations, which were passed on to various aid organisations for their work. The member donated mainly garments that were not put on sale because they had minor flaws. These donations were carefully checked over in the Schöffel Service Factory and then handed over to the aid organisations to help and make the best possible use of resources in the sense of sustainability.

Some of the other organisations that Schöffel supports are KENIAL e.V. Mongolia, Humedica, BRK Bergrettung Fuchsrain, Orheil Moldova, EOCA (Earth Day Fundraiser), and Internationaler Hilfsfonds e.V.

3. Complaints Handling

Basic measurements	Result	Comments
Number of worker complaints received since last check.	7	At this point, FWF considers a high number of complaints as a positive indicator, as it shows that workers are aware of and making use of the complaints system.
Number of worker complaints in process of being resolved.	4	
Number of worker complaints resolved since last check.	8	

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.1 A specific employee has been designated to address worker complaints.	Yes	Followup is a serious part of Fair Wear membership, and cannot be successfully managed on an ad-hoc basis.	Manuals, emails, etc., demonstrating who the designated staff person is.	1	1	-1

Comment: Schöffel designated two staff members to follow up on complaints. It has a policy describing the procedure for follow-up on complaints. The Head of QC supports the CSR team, Office in Vietnam and the Sourcing and Purchasing department.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.2 Member company has informed factory management and workers about the FWF CoLP and complaints hotline.	Yes	Informing both management and workers about the Fair Wear Code of Labour Practices and complaints hotline is a first step in alerting workers to their rights. The Worker Information Sheet is a tool to do this and should be visibly posted at all production locations.	Photos by company staff, audit reports, checklists from production location visits, etc.	2	2	-2

Comment: Schöffel collects and files pictures of the posted Worker Information Sheet (WIS) systematically. The posting of the CoLP is always checked during factory visits by technicians and HQ staff. In 2021, the local staff also reviewed this regularly. Informing factory management and workers about the Fair Wear CoLP and complaints hotline is a part of the brand's factory onboarding process. Schöffel could show the WIS was posted at its new suppliers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.3 Degree to which member company has actively raised awareness of the FWF CoLP and complaints hotline.	27%	After informing workers and management of the Fair Wear CoLP and the complaints hotline, additional awareness raising and training is needed to ensure sustainable improvements and structural worker-management dialogue.	Training reports, Fair Wear's data on factories enrolled in the WEP basic module. For alternative training activities: curriculum, training content, participation and outcomes.	4	6	0

Comment: In 2021, 27% of the total production volume participated in a WEP Basic training within the previous three years, excluding the volume of low-risk countries. Most of the trainings are conducted in Vietnam, China and Myanmar.

Because of travel restrictions in 2021 that limited the possibility of conducting training, this indicator was not applicable in 2021.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.4 All complaints received from production location workers are addressed in accordance with the FWF Complaints Procedure.	Yes + Preventive steps taken	Providing access to remedy when problems arise is a key element of responsible supply chain management. Member company involvement is often essential to resolving issues.	Documentation that member company has completed all required steps in the complaints handling process.	6	6	-2

Comment: Schöffel has a process in place when receiving a complaint. If applicable, Schöffel also cooperates and discusses complaints with other Fair Wear members. In 2021, Schöffel received seven complaints, of which six were resolved or closed, and one still needs verification and continued to follow up on several outstanding complaints. Due to COVID-19 and the lockdowns, both the internal review and the review of the measures taken, in particular, talking to employees in the factories, were more complex.

In 2021, Schöffel received three complaints from two factories in Myanmar. Schöffel responded instantly, also working together with other Fair Wear brands on these complaints. One complaint was filed about the abusive language of supervisors. In this case, the member responded by organising, together with the factory management communication training for the supervisors. The other two complaints were about unpaid off-days and unfair payment for trainee workers. In both cases, Schöffel involved the Worker's Committee and the factory management.

Schöffel also received two complaints from workers at two Vietnamese factories. One complaint was about excessive overtime and incorrect time sheets. Schöffel responded with another Fair Wear brand and asked the factory to comment. The case is currently still being processed.

In 2021, Schöffel also received two complaints from one factory in China. Both complaints were regarding excessive overtime or not being paid overtime. Here, Schöffel and other Fair Wear member brands discussed with the factory management and involved the worker committee. Both complaints were closed due to the complainant's lack of information and evidence.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.5 Cooperation with other customers in addressing worker complaints at shared suppliers.	Active cooperation	Because most production locations supply several customers with products, involvement of other customers by the Fair Wear member company can be critical in resolving a complaint at a supplier.	Documentation of joint efforts, e.g. emails, sharing of complaint data, etc.	2	2	0

Comment: Schöffel actively cooperated with other Fair Wear members at several shared factories.

Complaints Handling

Possible Points: 17

Earned Points: 15

4. Training and Capacity Building

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.1 All staff at member company are made aware of FWF membership.	Yes	Preventing and remediating problems often requires the involvement of many different departments; making all staff aware of Fair Wear membership requirements helps to support cross-departmental collaboration when needed.	Emails, trainings, presentation, newsletters, etc.	1	1	0

Comment: Schöffel has an Intranet where the company continuously informs all staff members about Fair Wear membership where updates on CSR are shared. Furthermore, Schöffel uses press releases, social media and its blog to inform its staff. The new staff members are trained on Fair Wear membership when they start to work at Schöffel.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.2 All staff in direct contact with suppliers are informed of FWF requirements.	Yes	Sourcing, purchasing and CSR staff at a minimum should possess the knowledge necessary to implement Fair Wear requirements and advocate for change within their organisations.	Fair Wear Seminars or equivalent trainings provided; presentations, curricula, etc.	2	2	-1

Comment: The CSR manager regularly participates in Fair Wear seminars. Regular updates are provided for staff directly in contact with suppliers, and Fair Wear requirements are regular topics at staff meetings.

All staff from Schöffel travelling to suppliers have meetings with QA and CSR departments before the visits and have to use Schöffel's CSR evaluation. Mainly technicians from the QA department, local staff, CSR and Schöffel's procurement staff are visiting the factories and are all informed about Fair Wear requirements. They have to fill out a special CSR questionnaire. In addition, every internal person who visits production facilities has to fill out and return the Fair Wear Health and Safety sheet (visit report).

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.3 All sourcing contractors/agents are informed about FWF's Code of Labour Practices.	Member does not use agents/contractors	Agents have the potential to either support or disrupt CoLP implementation. It is the responsibility of member company to ensure agents actively support the implementation of the CoLP.	Correspondence with agents, trainings for agents, Fair Wear audit findings.	N/A	2	0

Comment: In 2021, Schöffel was not working with any contractors/agents.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.4 Factory participation in training programmes that support transformative processes related to human rights.	53%	Complex human rights issues such as freedom of association or gender-based violence require more in-depth trainings that support factory-level transformative processes. Fair Wear has developed several modules, however, other (member-led) programmes may also count.	Training reports, Fair Wear's data on factories enrolled in training programmes. For alternative training activities: curriculum, training content, participation and outcomes.	6	6	0

Comment: During the last three years, factories that produce 58% of Schöffel's total FOB have been part of a WEP Communication Training.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.5 Degree to which member company follows up after a training programme.	Active follow-up	After factory-level training programmes, complementary activities such as remediation and changes on brand level will achieve a lasting impact.	Documentation of discussions with factory management and worker representatives, minutes of regular worker-management dialogue meetings or anti-harassment committees.	2	2	0

Comment: Training reports are forwarded to the suppliers with the advice to share with the working committee and the learnings with the remaining workers/management. After the factories were trained, Schöffel followed up with them to ensure the learnings were also internally followed and implemented.

Training and Capacity Building

Possible Points: 11

Earned Points: 11

5. Information Management

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
5.1 Level of effort to identify all production locations.	Advanced	Any improvements to supply chains require member companies to first know all of their production locations.	Supplier information provided by member company. Financial records of previous financial year. Documented efforts by member company to update supplier information from its monitoring activities.	6	6	-2

Comment: Schöffel's staff visits the production locations regularly. The CSR staff systematically double-checks documents such as the Fair Wear questionnaire, supplier register, financial records and inspection reports from different departments like purchasing, logistics and quality. Also, the local technicians are trained to double-check possible subcontracting regularly onsite.

For Schöffel, disclosure of supplier details, including subcontractors, is part of the agreement the company signs with each supplier. This information is cross-referenced with several sources to verify: onsite quality inspection during factory visits, audit results, discussions with the factory, discussion with other brands, and gaining an understanding of the production processes in the factory.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
5.2 CSR and other relevant staff actively share information with each other about working conditions at production locations.	Yes	CSR, purchasing and other staff who interact with suppliers need to be able to share information in order to establish a coherent and effective strategy for improvements.	Internal information system; status CAPs, reports of meetings of purchasing/CSR; systematic way of storing information.	1	1	-1

Comment: All staff in direct contact with suppliers can access information and files (such as questionnaires) about the production locations, on the company's server or in their information system. The production team can thus check if all requirements are met before they can place new orders at one production location. The company has regular meetings with Sourcing, Purchasing, Quality, and CSR teams to share production locations' orders and social compliance updates.

Information Management

Possible Points: 7

Earned Points: 7

6. Transparency

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.1 Degree of member company compliance with FWF Communications Policy.	Minimum communications requirements are met AND no significant problems found	Fair Wear's communications policy exists to ensure transparency for consumers and stakeholders, and to ensure that member communications about Fair Wear are accurate. Members will be held accountable for their own communications as well as the communications behaviour of 3rd-party retailers, resellers and customers.	Fair Wear membership is communicated on member's website; other communications in line with Fair Wear communications policy.	2	2	-3

Comment: Schöffel communicates about Fair Wear membership on its social media channels, blog, Schöffel magazine, brochures, look books, press releases, internal training manuals, external representations, trade shows and consumer events. The company communicates about Fair Wear membership on its garments with a hangtag.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.2 Member company engages in advanced reporting activities.	Supplier list is disclosed to the public.	Good reporting by members helps to ensure the transparency of Fair Wear's work and shares best practices with the industry.	Member company publishes one or more of the following on their website: Brand Performance Check, Audit Reports, Supplier List.	2	2	0

Comment: Schöffel's list of production locations is published in the company's Social Report. The report is shared actively on its website and social media channels. Schöffel has disclosed all production locations to other members in the internal Fair Wear database and on the Fair Wear website.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.3 Social Report is submitted to FWF and is published on member company's website.	Complete and accurate report submitted to FWF AND published on member's website.	The social report is an important tool for members to transparently share their efforts with stakeholders. Member companies should not make any claims in their social report that do not correspond with Fair Wear's communication policy.	Social report that is in line with Fair Wear's communication policy.	2	2	-1

Comment: Schöffel published its Social Report in English and German on its website and social media channels after submitting it on time to Fair Wear.

Transparency

Possible Points: 6

Earned Points: 6

7. Evaluation

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
7.1 Systemic annual evaluation of FWF membership is conducted with involvement of top management.	Yes	An annual evaluation involving top management ensures that Fair Wear policies are integrated into the structure of the company.	Meeting minutes, verbal reporting, Powerpoints, etc.	2	2	0

Comment: In 2021, the CSR staff reported directly to the Executive Vice President, who is responsible for Quality and CSR. Once a month, a meeting between the board and all departments' directors takes place and includes Fair Wear membership requirements. The outcomes are then shared within all departments. Fair Wear requirements are seen as most important when looking at sustainable efforts at the company. Twice a year, the CSR strategy is updated in special board meetings.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
7.2 Level of action/progress made on required changes from previous Brand Performance Check implemented by member company.	No requirements were included in previous 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 company should show documentation related to the specific requirements made in the previous Brand Performance Check.	N/A	4	-2

Comment: No requirements were included in the last year's Brand Performance Check (N/A).

Evaluation

Possible Points: 2

Earned Points: 2

Recommendations to Fair Wear

Schöffel is very satisfied with the general cooperation with Fair Wear.

However, Schöffel would like a more detailed orientation of the policy for their licensees.

In addition, Schöffel would like to have more digital handling of the CAP follow-up in the future (e.g. by integrating it into FairForce).

Scoring Overview

Category	Earned	Possible
Purchasing Practices	38	52
Monitoring and Remediation	26	27
Complaints Handling	15	17
Training and Capacity Building	11	11
Information Management	7	7
Transparency	6	6
Evaluation	2	2
Totals:	105	122

Benchmarking Score (earned points divided by possible points)
86

Performance Benchmarking Category
Leader

Brand Performance Check details

Date of Brand Performance Check:

08-06-2022

Conducted by:

Victoria Lauer

Interviews with:

Marco Tenace (Director of Quality & Corporate Responsibility)

Philipp Bonaventura (Corporate Responsibility)

Martina Beckmann (Director of Procurement)

Gabi Gorkos (Sales & Operations Planning-Coordination Manager)

Reiner Gerstner (Senior Vice President Marketing)

Peter Schöffel (CEO)