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**FAIR
WEAR
FOUNDATION**

JOIN US

FAIR WEAR FOUNDATION

At Fair Wear Foundation (FWF), we envision a fair and safe garment industry. We believe by helping garment brands do better, we all can make a positive impact on the garment industry. FWF works with European garment brands to improve their working conditions, and while most clothing brands do not own their factories they still have a lot of influence over how factories treat workers. FWF works with brands that have chosen to use their influence to enhance the quality of life of people who make their clothes.

Known as FWF member brands, FWF supports brands to use their influence to support better labour conditions and stop contributing to bad labour practices. Member brands are given the tools and support by FWF to monitor their factories and labour conditions where their clothes are made. Every year FWF puts together Brand Performance Checks to indicate the brand's progress and future improvements.

FWF MEMBERSHIP

FWF membership is the start of the journey for brands wanting to make step-by-step improvements that leads to real and sustainable solutions as seen since FWF's origin in 1999. Of course lasting change does not happen overnight and with FWF's approach, emphasis is placed on practical steps brands can make to reduce risks and problems in their factories. FWF mainly focuses on the phases of production where sewing is the main manufacturing process as these are among the most labour intensive phases of production. It is also the production stage where many labour problems are found and where effective strategies can positively impact the lives of millions of workers, mainly women.

WHY JOIN FWF AS A MEMBER?

- You can build a sustainable supply chain within your company by making step-by-step improvements
- There is an affordable membership as FWF is a not-for-profit organisation
- Your brand's activities will be monitored by an independent and qualified organisation that guarantees credibility and transparency
- Membership can enhance your company's integrity with the vision for a fair garment industry
- Participate in a balanced approach with FWF as we are a multi-stakeholder initiative made up of business associations, trade unions and NGOs

- Demonstrate your brand's due diligence under the UN Guiding Principles on Business and Human Rights and the Organisation for Economic Co-operation and Development (OECD) guidance on human rights due diligence
- FWF cooperates with other initiatives to avoid duplication auditing and to create a greater impact on the industry as a whole.
- Social standards in (public) procurement policies are covered by the work carried out in the context of FWF membership

BENEFITS OF A MEMBER BRAND

FWF member brands pay an annual membership fee based on their annual turnover. Membership with FWF includes the following benefits and services:

- FWF support and advice from your brand's dedicated liaison
- Verification of your step-by-step improvements with an annual Brand Performance Check, factory verification audits, and a complaints mechanism where your factory workers can report problems
- A set amount of support hours from FWF staff that includes training activities for your staff, extra help during a crisis resolution or an audit correction
- Become part of an influential network of more than 85 brands, and share experiences and knowledge with current member brands such as Filippa K, Jack Wolfskin, Claudia Sträter and Suit Supply.
- External communication and marketing opportunities for your brand, including media coverage, on-garment branding, the FWF website, newsletters, press releases, and on social media
- Access to FWF's expertise, research and toolkits
- An opportunity to join FWF's innovative pilot projects
- Participation in seminars, webinars, trainings, workshops, and meetings with stakeholders, including the FWF Annual Conference

WHO CAN JOIN?

FWF membership is open to all European garment brands and brands of other sewn goods.

- Your brand has a minimum annual turnover of €2.5 million
- More than 50% of your production occurs in countries where FWF is active. In 2018, we are working in Bangladesh, Bulgaria, China, India, Indonesia, Macedonia, Myanmar, Romania, Tunisia, Turkey, and Vietnam (and growing)

- Garment production that takes place in countries where FWF does not require full audits, which is known as low risk countries and constitutes most EU member states, can also count towards the required 50%
- You have control of at least 50% of your own production

To become a FWF member brand, companies do not need to be engaged in a cooperate social responsibility (CSR) strategy. No matter the brand, FWF's approach will meet companies where they are. Your FWF liaison will guide your company to help identify your areas of potential change that could have the greatest impact on the working conditions in your supply chain. This step-by-step process will lead your brand's factories to real and lasting improvements throughout the garment industry.

NEXT STEPS IN BECOMING A FWF MEMBER BRAND

Each year, companies have four opportunities to join FWF which is at the beginning of each quarter: 1 January, 1 April, 1 July, and 1 October. To begin the FWF process:

- Contact FWF to receive an initial information package. You can also access this information on the 'How can I join?' section on the FWF website at www.fairwear.org/about/membership/
- FWF will discuss with you the possibilities and suitability of your brand and its current supply chain. Please plan for several discussion rounds regarding the required documents to become a member brand (e.g. work plan, production location data).
- Once your application is completed and submitted, the FWF application team will review it. After your membership has been approved, your company will begin on the next quarterly start date

Please note that the application process takes approximately 12 weeks. This timeframe may differ depending on factors such as the size of your company's supply chain, the structure of your company, and the time needed for FWF consultation.



INTERESTED?

WANT TO CHANGE THE LIVES OF YOUR FACTORY WORKERS?

Please email join@fairwear.org for any questions or more information. If you want to see the process in action, email and request to join one of FWF's biannual informational seminars for new members.