



Brand Performance Check

Bierbaum-Proenen GmbH & Co. KG

Publication date: September 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: 134

Possible score: 190

Benchmarking Score: 71

Performance Benchmarking Category: Leader



Sourcing strategy

73%



Identifying continuous human rights risks

80%



Responsible purchasing practices

77%



Quality and coherence of prevention and remediation system

60%



Improvement and prevention

60%



Communication, transparency and evaluation

91%

Summary:

Bierbaum-Proenen GmbH & Co. KG (BP) has shown advanced results on performance indicators and has made exceptional progress. With a total benchmarking score of 71, the member is placed in the Leader category.

BP has a sourcing strategy that focuses on maintaining long-term relationships. The brand has a strict onboarding process and a thorough due diligence process for new suppliers.

The member brand conducts risk scoping on country and supplier levels for Tier 1 and Tier 2. The risk analysis covers all eleven sector risks, including all eight labour standards per Fair Wear's Code of Labour Practices. BP has determined appropriate monitoring tools as an outcome of the risk scoping. In addition, all suppliers complete the annual questionnaire, which includes information about gender, wages, overtime and internal complaints mechanisms.

In 2022, BP had serious delivery problems with materials and trims. Thanks to its never-out-of-stock products (NOS), the brand could change production planning without putting pressure on the supplier. The brand generally works with shared capacity planning and has a long forecast and stable production as it holds stock for all products. In addition, 2022 has been a challenging year for the brand, including many social, political and economic challenges. The increased energy prices and high inflation led to a high increase in product prices. The brand ensures that all price increases lead to worker wage increases.

BP set a target wage at its own factory in Tunisia of 20% above the legal minimum wage. The target wage agreement is valid for two years. The brand should focus on the biggest challenge of living wages in 2023 and continue including freedom of association and gender in its improvement and prevention programmes.

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 member brands. 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 Bierbaum-Proenen GmbH & Co. KG

Member company information

Member since: 1 Jan 2010

Product types: Workwear

Percentage of CMT production versus support processes 81%

Percentage of FOB purchased through own or joint venture production 17.03%

Percentage of FOB purchased directly 89%

Percentage of FOB purchased through agents or intermediaries 17%

Percentage of turnover of external brands resold 0%

FLA Member No

Member of other MSI's Partnership for Sustainable Textiles, Fairtrade,

Other Initiatives

Number of complaints received last financial year 3

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
Tunisia	4	25
Armenia	1	25
North Macedonia	3	18
Türkiye	2	15
China	2	6
Viet Nam	1	6
Pakistan	2	4
Bangladesh	1	1
Germany	1	0
Slovakia	2	0
Romania	1	0

Layer 1 Foundational system's criteria

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

Comment: BP has a solid Responsible Business Conduct Policy, but the element of responsible purchasing practises is not specifically included yet.

Requirement: BP 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: BP discloses 75% 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: BP discloses 75% of production locations externally on Fair Wear's transparency portal.

1.8 Member complies with the basic requirements of Fair Wear's communication policy.: Yes

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

Possible Points: 78

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.	Advanced	Fair Wear expects members to adjust their sourcing strategy to increase their influence over working conditions. Members should aim to keep the number of production locations at a level that allows for the effective implementation of responsible business practices.	Strategy document; consolidation plans, examples of implementation.	6	6	0

Comment: BP has a sourcing strategy addressing influencing labour conditions. The member has 20 active production locations. 83% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. 3% of the production volume comes from suppliers where BP buys less than 2% of its total FOB. This is partly an improvement compared to the previous year. The production volume where the member has at least 10% leverage at suppliers increased from 56% to 83%. BP has no official consolidation plan in its sourcing strategy but demonstrates consolidation by having a small supply chain. The brand's sourcing strategy emphasises increasing influence through active cooperation with other clients.

Recommendation: Fair Wear recommends BP to include the aim of a consolidated supply chain in the sourcing strategy.

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

Comment: BP has a sourcing strategy that focuses on maintaining long-term relationships. 98% of the member's FOB volume comes from suppliers with whom BP has a business relationship for at least five years. The member has a long-term agreement with one Turkish supplier in which product price and exclusive production are fixed for three years. For other partners, BP does not commit to long-term contracts yet.

Recommendation: Fair Wear recommends BP to commit to long-term contracts for all its suppliers.

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: BP conducts risk scoping on country and supplier level for Tier 1 and Tier 2. The risk analysis covers all eleven sector risks, meaning all eight labour standards per Fair Wear's Code of Labour Practise are included. The member has yet to include business model, sourcing model and product level in its risk scoping. BP consults various sources such as Fair Wear country studies, CSR risk checks, and information from the Ministry of Foreign Affairs to conduct the risk analysis on country level. In its risk scoping, the member has assessed the impact and prevalence of the risks correctly. The risk scoping includes a gender lens by analysing the risks of discrimination, gender-based violence and sexual harassment for all countries. BP has yet to include input from workers, suppliers and stakeholders.

The member adjusts its sourcing strategy based on the risk scoping, as outcomes of the scoping are included in decision-making. In the last financial year, the brand extended its risk scoping to the potential sourcing countries Bosnia Herzegovina and Marocco. As for both countries, no very high risks were detected, and the sourcing team has the green light to continue evaluating potential new suppliers.

BP's sourcing strategy also privileges countries where workers can freely form or join a trade union and/or bargain collectively. As Freedom of Association is limited in China and Vietnam, the brand is not planning to extend its sourcing in China or Vietnam. Instead, BP intends to expand its sourcing in Tunisia, Morocco or Eastern Europe.

Recommendation: Fair Wear recommends BP to include all risk factors in its risk scoping and to include input from workers, suppliers, and other stakeholders in its risk-scoping exercise.

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: BP's standard process is to inform new suppliers about Fair Wear membership during the first meeting with the Head of Production. As a precondition for cooperation, the supplier must work with the brand on all aspects of the Fair Wear membership. After that, the CSR manager shares all information, including the Fair Wear questionnaire, Code of Labour Practices, and worker information sheet. After the questionnaire is signed and the worker information sheet is posted, the CSR manager starts a dialogue with the supplier about human rights and discusses in-depth topics such as audits, training, complaint mechanisms, works committees, child labour, working hours, working contracts and the shared responsibility of brand and supplier. This process was followed for a potential new supplier which has not yet received an order from the brand.

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.	2nd+ year member and no new production locations selected.	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.	N/A	6	0

Comment: In the previous financial year, BP has not added any new suppliers.

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.	No production locations in the first year of business.	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.	N/A	6	0

Comment: In the previous financial year, BP has not added any new suppliers.

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.	Intermediate	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.	4	6	0

Comment: BP has a systematic approach to identifying human rights risks in its supply chain and has assessed the risks for each production location. Next to the eleven sector risk, also the risk of factory-level grievance mechanisms were assessed for each supplier. The risk scoping on the supplier level includes information from the brand's supplier evaluation, factory visits, audit results, and training reports, as well as the results of the annual questionnaires. In its factory-level assessment, the member has not correctly assessed the impact and prevalence of all risks. BP assessed the impact/ prevalence of Forced Labour low at one Chinese supplier, while an independent report indicated high risk.

Regarding the Enhanced Human Rights Due Diligence Policy for fire, structural and electrical safety in Bangladesh, BP sources from one factory that the RMG Sustainability Council (RSC) covers. BP is not a signatory of the International Accord but is considering signing the Accord if the brand will continue sourcing in Bangladesh in the future.

BP has determined the appropriate monitoring tool as an outcome of the risk scoping. For countries where Fair Wear is active, the brand only uses Fair Wear audits in its monitoring; other third-party audits are used in other countries. The brand's technician is visiting all CMT suppliers on a regular base. In 2022 onsite visits to suppliers were only possible in Vietnam. Visits to China, Pakistan and Bangladesh were not possible. Instead, the brand's Sustainability and CSR manager conducted an online process audit for suppliers in China, Armenia and Turkey. In addition, all suppliers complete the annual questionnaire, including gender, wages, overtime, complaints mechanisms, the general situation at the factory, leverage, subcontractors and the latest social audits. The brand's monitoring tools do not explicitly include worker, stakeholder or supplier input.

Recommendation: Fair Wear strongly recommends BP to include forced labour as a high risk at a supplier if a third-party assessment identifies a high risk. BP could integrate worker, supplier, and stakeholder input in its monitoring tools.

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).	Intermediate	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.	4	6	0

Comment: BP 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. For instance, BP identified that there is only one recognised trade union in China and Vietnam, with a high risk of yellow unions. Trade unions are very active in Tunisia, but there is a risk of discrimination towards union leaders. The member brand knows that men and women are often disproportionately represented in unions. BP uses country-level information to understand the risks to its suppliers and informs itself on how to engage with its suppliers on this topic.

The member has basic supplier-level monitoring in place to assess and understand the FoA-risks at suppliers. The brand knows from audit reports which suppliers have worker committees or trade unions and if they are active. A trade union is active at its factory in Tunisia, and a collective bargaining agreement is in place. The brand's CEO speaks French and has direct discussions with the trade union members, like during a visit in 2022 to follow up on a wild strike that took place in January 2022.

Recommendation: In its annual questionnaire, BP is recommended to include questions on FoA using Tool 2 Supplier Questionnaire from the Fair Wear FoA guide. For the brand's own factory in Tunisia, BP is recommended to request a modular assessment on FoA in the future.

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.	Intermediate	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.	4	6	0

Comment: BP has included a gender lens in its risk scoping. The member could show it understands the basic gender risks for its sourcing countries and, for instance, identified sexual harassment, gender-based violence, gender equality and discrimination as significant risks prevalent in Pakistan, Bangladesh and Türkiye. The risk scoping includes a gender lens by analysing the risks of discrimination, gender-based violence and sexual harassment for all countries. The member does not collect gender-disaggregated data on country level.

Additionally, BP actively collects gender data per factory. Here the member brand focused on collecting data on gender division per job role. In addition, information on gender equality is included in the risk analysis. The member has started to analyse the collected gender-disaggregated data on the supplier level and discussed with the strategic suppliers why only men are hired for the best-paid positions such as ironing. BP has not specifically looked into how its business practices affect gender at its suppliers.

Recommendation: Fair Wear recommends the member to collect country-level gender risks for each Code of Labour Practices. Additionally, BP is recommended to collect gender data per factory related to every 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: Suppliers' human rights performance is evaluated systematically every year. Information on social compliance is included in the general supplier evaluation system, which also includes product indicators, the supplying company, the services, and the price. BP has a strong and systematic evaluation system for suppliers' human rights performance. The brand systematically integrates the outcome of this evaluation into its purchasing decisions. All five indicators guide production decisions. If suppliers score low, extra attention is given to see how they can improve. If suppliers fail to improve over a certain period (depending on the score), BP's exit strategy comes into force. If suppliers score high, they are included in developing new products and are thereby recognised as valuable partners for future orders. BP shares the evaluation outcome with its suppliers and forms the basis of the ongoing discussion. Going forward, the brand's comprehensive risk assessment will be the main tool for evaluating suppliers.

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: BP uses the outcomes of its human rights monitoring to respond to unauthorised subcontracting. If unauthorised subcontracting is found, the brand has a follow-up plan. Additionally, the member actively prevents unauthorised subcontracting by visiting suppliers during production. The brand's own quality controller visits suppliers regularly. A couple of years ago unauthorised subcontracting was found at the brand's Turkish supplier and since then, the brand especially pays attention to this risk. In addition, the member requests all suppliers to fill in their active production locations in the annual questionnaire. Moreover, unauthorised subcontracting is forbidden according to the framework contract. No subcontractors were missing in the database.

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: BP has identified whether homework is prevalent in its sourcing countries. According to the member, there is a very low risk of homeworkers being used by its suppliers because, for many years, the brand has been checking with the help of the annual questionnaire if homeworkers are used. So far, no supplier reported the use of homeworkers. Through the brand's detailed insights into production processes and, for example, visits of the Quality Controller, the member can validate the suppliers' statements that no homeworkers are used.

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: BP uses contracts with its suppliers. The member has general framework contracts that stipulate payment terms. The annexe of the contract includes the topics of liability and penalties for late deliveries. Although the contract includes the Code of Labour Practices, it does not fully support human rights due diligence because an unequal burden is placed on the suppliers by having penalties for non-compliance with the confirmed delivery date without proof of fault by the supplier. BP explained the penalties were never applied, and the clauses can motivate suppliers to deliver on time. The paragraph on liability puts an unequal burden on the suppliers by making them liable for defective products they produced without proof of fault by the supplier. The brand explained the paragraph is focused on material defaults and, therefore, is not valid for CMT suppliers, as they use nominated materials shipped from BP. In contrast, FOB suppliers are liable for materials. This differentiation is not included in the current general framework contracts. The payment terms are different for CMT and FOB suppliers. CMT suppliers have regular payment terms between ten days and four weeks. FOB suppliers have payment terms between ten and twenty days. This was verified during the performance check. These contracts do not yet mention the shared responsibilities of CoLP implementation.

Requirement: BP 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 that BP remove penalties for late delivery from its contracts or at least ensure there is 'proof of fault by the supplier'. BP 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.	Intermediate	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.	4	6	0

Comment: There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices. The member has not yet included responsible business practices in job role competencies, but sustainability is fully integrated into the purchasing department. The Head of Sustainability has a double job role and is as well head of Purchasing. Also, the CSR Manager divides her tasks 50% on social responsibility and 50% on purchasing. Thanks to this setup, good sourcing and pricing strategies are part of the purchasing goals but are not captured in writing. The member highlights that this setup empowers them to increase their impact and progress on social responsibility as suppliers know the same team members place orders and negotiate prices. The member does not yet have Key Performance Indicators (KPIs) that support good sourcing and pricing strategies.

Recommendation: BP could adopt written KPIs that support good sourcing and pricing strategies within its purchasing-related job role descriptions.

In addition, the brand could include responsible business practices in its job role competencies of sourcing and purchasing staff.

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: For every supplier, BP arranges fixed lead times depending on the location of the supplier and the type of production (CMT or RMG). BP's production planning is based on labour minute calculations for its CMT suppliers. The FOB suppliers' production demand is based on an agreed (and monitored) weekly number of pieces. The weekly agreed pieces can be reduced if a supplier does not meet the agreed output.

Factories tell BP how many lines and minutes/pieces are available for BP orders. Generally, the fixed lead times include a time reserve of one week to be flexible in case of unexpected problems. BP also includes holiday plans for its production sites when sending the forecasting plan. BP additionally re-confirms the production status every two weeks with its suppliers to ensure the booked capacity is used to produce BP goods and delays are encountered early. Therefore, BP has continuous planning and forecasts for six months in advance. The forecasting is evaluated every six weeks and adjusted. The previous production planning and forecast accuracy are regularly assessed with the supplier.

More than 98% of BP's production is NOS products. BP has regular quantities of repeating articles per month for all production locations. The goal is to provide suppliers with the same styles. The company keeps a large stock supply and aims for equal production planning throughout the year, regularly checking with its suppliers to produce without excessive overtime. Furthermore, BP has materials in stock at its CMT suppliers. This stock gives the company and its suppliers more flexibility in urgent orders, reducing pressure on delivery times and, therefore, the risk of overtime. Moreover, several of BP's suppliers can produce the same styles.

In 2022, BP had delivery problems with materials and trims. Thanks to its NOS styles, the brand could change production planning and produce other styles for which fabrics and trims were in stock. Due to this flexibility, production did not need to pause, the production order changed, and products with delayed trims could be delivered later without putting pressure on the supplier.

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

Comment: BP has a strong understanding of the wage levels at its suppliers and connects this understanding to its own buying prices. For CMT suppliers, the member has insights into the labour component of its prices. BP knows the number of actual sewing minutes needed for a style. For each new development, the standard minutes are developed in-house at BP's own sampling production unit and adjusted to actual minutes reported back by the supplier. BP does not know the labour minute value of its suppliers but works with the average cost per working minute per country provided by the association 'German Fashion Modeverband e.V.' For FOB suppliers, BP asks for the CMT price so it has an idea of how much workmanship needs to go into each product. This enables the brand to calculate the price per minute. BP relates the price among others to the size of the production volume and related productivity and working minutes needed. The member includes changes in legal minimum wage or inflation in its buying prices. BP verifies if wages are increased and requests samples of wage slips to compare old and new wages after price increases.

In addition, BP compares minimum wages and local living wages before and after social audits. By doing this, the company can measure wage increases in the long run. BP also compares minimum wages against calculated minute wages and whether paying the minute wages would lead to a higher wage than the minimum wage. BP combines the analysis of the current wages in the factory with its own minute calculation to identify the gap between what is paid and what could be paid to the workers.

Recommendation: BP could provide suppliers who do not work with fact-based costing, 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: BP does not make use of sourcing intermediaries. The brand's sourcing model purposely excludes the use of sourcing intermediaries.

Layer 3 Remediation and impact

Possible Points: 90

Earned Points: 54

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: BP has drafted follow-up plans for seven out of ten strategic suppliers, which match the risk profile. For example, the brand requested an audit to monitor the situation at one North Macedonian supplier as a prevention measure. An example of an improvement action was implementing a suggestion box based on an identified harm during an audit of dysfunctional factory-level grievance mechanisms. At a supplier in Türkiye, the brand requested a WEP Factory Dialogue training as a follow-up on various complaints. The current follow-up plan is a good starting point but could be further developed and strengthened with clear prioritisations. Based on the risk identification as described in chapter two, BP has linked factory risks to appropriate follow-up for factories covering 63% of FOB. BP sources from one production location in Bangladesh, which is covered under the RSC. The member has not signed the International Accord. As described in indicator 2.7, the brand has identified this as high risk.

Recommendation: Fair Wear recommends BP to ensure all factories have a follow-up plan that matches their risk profile and to develop its existing follow-up plans further.

Fair Wear strongly recommends BP to become a signatory of the International Accord or at least follow Fair Wear's Enhanced Human Rights Due Diligence Policy for fire, structural and electrical safety in Bangladesh.

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: As described in 2.9, BP analysed the gender data per job function at its suppliers. For example, at one supplier in Pakistan, management and supervisor positions were only filled by men. The brand stays in an open dialogue with the female CEO of the Pakistani supplier to increase the job opportunities for women workers and consistently increase the percentage of female supervisors and managers in the factory. The Head of Purchasing strategically chooses factories where gender equality is a shared value between the brand and supplier.

At BP's main supplier in Armenia, special production lines, the 'baby lines' were created to accommodate the needs of young mothers working six instead of eight hours a day.

Recommendation: The member is encouraged to include a gender lens in all its improvement and prevention 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.	Basic	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.	2	6	0

Comment: BP included some steps to encourage FoA and effective social dialogue in its improvement or prevention actions. At its supplier in Türkiye, the member organised a WEP Factory Dialogue training in 2022 to improve the communication at the supplier. Also, at the own factory in Tunisia, dysfunctional communication between management and workers led to a wild strike in the factory. Through close collaboration, BP was able to support the process of improving internal communication between factory management and workers. While setting up a target wage agreement, the brand informed the trade union about the process and result of the agreement. The member has yet to apply a gender lens and ensure its steps to promote FoA and effective social dialogue address the specific risks for female workers.

Recommendation: BP is recommended to support financing/coordinating training on FoA and social dialogue for its suppliers in Tunisia, Vietnam or Bangladesh and ensure worker representatives are involved in the process. Fair Wear recommends BP to apply a gender lens and ensure its steps to promote FoA and effective social dialogue address the specific risks for female workers.

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

Comment: Suppliers' internal grievance mechanisms are assessed at the business relationship's start and monitored systematically yearly. The member extended the annual supplier questionnaire with questions on internal grievance mechanisms. In addition, this is part of the internal assessments (process audits) and is discussed during regular video calls.

BP supports and monitors the mechanism and responds when the mechanism is ineffective. For example, the internal grievance mechanism was not functional, and the follow-up register was missing at one supplier in North Macedonia. The brand followed up, reviewed meeting minutes and discussed individual complaints and the follow-up with the supplier. The brand will continuously monitor its effectiveness. As mentioned under indicator 3.1, the brand implemented its monitoring results on internal grievances into its improvement plans, for example, by requesting a WEP Factory Dialogue training as a follow-up on various complaints at a supplier in Türkiye. In addition, as mentioned under indicator 3.4, the brand incorporated monitoring results in its prevention plans. For example, after the wild strike at its factory in Tunisia, the brand strengthened its direct collaboration with worker representatives and trade unions. This helped to improve internal communication between factory management and workers to prevent wild strikes in future.

Recommendation: Fair Wear recommends BP to always involve suppliers and worker representatives in the assessment of the internal grievance mechanism, and to share and discuss the outcome of the assessment with the above stakeholders, who should be encouraged to lead a discussion on how the mechanisms can be improved.

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.	Intermediate	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.	4	6	0

Comment: BP cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and complaints. The member brand has not yet cooperated on corrective actions or prevention measures with customers that are not Fair Wear members. But BP included a non-Fair Wear brand in calls on a complaint at a shared factory in Pakistan.

Recommendation: We recommend BP to also work together on preventing human rights violations. Even though BP already works together with other Fair Wear members, Fair Wear recommends to expand its collaboration with other customers on Corrective Actions or Prevention Plans.

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: In the past financial year, BP has received seven audit reports. 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 followed up. The resolved issues range from relatively easily solvable health and safety findings to more complex issues, such as general restrictions on toilet breaks or unpaid overtime to catch up on missed output targets. The CAP issues that require improvement actions and are still open are more complex or structural issues and therefore need more time to be remediated.

Recommendation: Fair Wear recommends BP to strengthen its CAP follow-up by proactively discussing possible solutions with suppliers, especially on complex and structural issues, to support timely remediation further.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.7 Degree of progress towards implementation of prevention programme.	Basic 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.	2	6	-2

Comment: BP has identified some root causes of the CAP issues and discussed these with its suppliers. For example, at its Tunisian factory, workers were not granted additional leave by seniority to avoid a drop in productivity. This point was still open and under discussion at the time of the Brand Performance Check. The member has developed some preventive actions based on complaints in the last business year. For example, at its supplier in Türkiye, discrimination from supervisors due to high fluctuation in middle management and difficulties with recruiting qualified staff were identified as root causes. A WEP factory dialogue training occurred, but the root causes are not solved yet. In addition, BP ensured prices were consistently increased to support the supplier during difficult financial times to cover additional costs of inflation, increased energy prices and wages.

Recommendation: Fair Wear recommends BP to translate its root cause analysis into concrete preventive actions as part of the risk profiles.

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.	No factories in the respective risk profile	When no improvement or prevention programme is needed, Fair Wear expect its member companies to actively monitor the risk profile and continue to mitigate risks and prevent human rights abuses.	Use of Fair Wear workers awareness digital tool to promote access to remedy. Evidence of data collected, worker interviews, monitoring documentation tracking status quo.	N/A	6	0

Comment: BP has no suppliers where improvement or prevention steps are not needed. The sample production at the brand's headquarter is not considered here.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Intermediate	Member companies should identify excessive overtime caused by the internal processes and take preventive measures. In addition, members should assess ways to reduce the risk of external delays.	This indicator rewards self-identification of efforts to prevent excessive overtime. Therefore, member companies may present a wide range of evidence of production delays and how the risk of excessive overtime was addressed, such as: reports, correspondence with factories, collaboration with other customers of the factory, use of Fair Wear tools, etc.	4	6	0

Comment: In the previous year, three of seven audits mentioned excessive overtime. BP analysed the root causes of these findings. According to the member, the root causes vary case by case. Low productivity, inconvenient planning of export dates, and time pressure from other customers are significant causes for excessive overtime in the three cases reported. The member has addressed this and promotes transparency about working hours by openly discussing the importance of overtime. For its Chinese supplier, the brands introduced an overtime agreement, which clarifies excessive overtime is not allowed for BP orders and written agreement would be needed to exceed the weekly 48 working hours for BP products. The brand emphasised the progress made in China, that the supplier is now willing to be transparent over overtime and is not hiding issues anymore. For its supplier in Tunisia, the brand's required export date led to excessive overtime. BP adjusted its planning and changed the export date, which reduced the need for overtime. At the supplier in North Macedonia, the supplier confirmed workers are not working on Saturdays anymore to catch up on productivity losses.

BP explained that excessive overtime was reduced for the above cases but could not provide evidence to verify the statements in the form of working hour records.

Recommendation: Fair wear strongly recommends BP to always request evidence to verify if overtime is reduced as stated by the supplier.

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.	Intermediate	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.	2	4	-2

Comment: In the previous year, three out of seven audits included findings where wages could not be verified due to inconsistent or incomplete records. A Chinese supplier had inconsistent wage and attendance records for one case, which BP verified as an administrative mistake by reviewing proof. At two suppliers in North Macedonia, working hours on Saturdays to catch up on missed production targets were not recorded and not paid. The procedure stopped, and going forward worker will only work one Saturday with full overtime payment. The brand did not ask the supplier to pay retrospectively for the unpaid working hours on Saturdays in 2022.

Requirement: Fair Wear urges BP to ensure that unpaid overtime on Saturdays is not just prevented going forward but also remediated retroactively for all Saturdays worked.

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.	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.	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.	4	6	0

Comment: BP has a detailed overview of the wage levels at its suppliers as the brand requests annual detailed wage information of all suppliers, such as lowest wages for different positions, legal minimum wage and wage increase updates. This overview shows the development of wages at suppliers. The overview shows that every supplier pays above minimum wage. Most of the suppliers pay the lowest-paid workers 20% to 40% above the minimum wage. Chinese suppliers pay the lowest-paid workers 80% to 120% above the minimum wage. The member has done a thorough root-cause analysis to determine why wages at suppliers are below the living wage. In 2022, this was done for three suppliers, the own factory in Tunisia, the supplier in Pakistan and a supplier in Türkiye. Based on the root-cause analysis, BP has developed a time-bound plan to enable the systemic increase of wages at its own factory in Tunisia.

Recommendation: Fair Wear encourages BP 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.	Intermediate	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.	4	6	0

Comment: As mentioned under indicator 3.11. BP has started to address the topic of living wage internally, including the involvement of the CEO. The member has an overview of wages paid in production locations and discussed wage increases with some of its factories.

The brand set a target wage at its own factory in Tunisia of 20% above the legal minimum wage for all workers who work on a full-time basis. The target wage agreement is valid for two years. In 2022, the brand paid at least 30% above the legal minimum wage (497 Dinar). But as BP expects an increase in the legal minimum wage in 2023, the brand wanted to ensure it can fulfil the agreement despite the worldwide difficult economic situation. The goal is finally reaching the living wage estimate of 850 Tunisian Dinars (Fair Wear Living Wage Policy 2022). Higher prices will finance the 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.	17%	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.	2	6	0

Comment: At its own production, accounting for 17% FOB, the member, introduced a target wage agreement. The agreement was signed by BP and factory management in December and is valid for two years. The defined target wage is 20% above the legal minimum wage for all workers who work on a full-time basis. In 2022, the brand paid at least 30% above the legal minimum wage (2022: 497 Dinar).

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

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.14 Member addresses grievances received through Fair Wear's helpline in accordance with the Fair Wear 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: BP received three complaints in the past financial year about living wage, legally binding employment relationships and no discrimination at its suppliers in Pakistan, Tunisia and Türkiye. The member actively responded to these complaints per Fair Wear's Complaints Procedure.

The complaint in Türkiye is resolved, the verbal abuse by a supervisor stopped, and internal communication training took place and will be repeated as a preventive measure. The complaint in Tunisia is resolved, dismissed workers were rehired, and communication processes within the factory were improved to avoid future complaints and strikes. The member worked closely with the trade union on remediating the complaint. The complaint in Pakistan is still ongoing. The international trade unions raised the complaint on behalf of 18 workers regarding unfair dismissal and pending severance payments. The complaint is still at the Pakistani court and, therefore, not closed.

BP included the outcome of the complaints in Tunisia and Türkiye in its human rights improvement and prevention plans. In Tunisia, the brand strengthened the collaboration with the local worker representatives. In Türkiye, the brand enrolled the factories in training programmes.

Recommendation: BP could use the outcome of complaints to determine follow-up actions in its broader improvement and prevention plans. BP could involve worker representatives in the remediation of all complaints.

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: BP had, in 2021, two CAP findings where training is a recommended follow-up action. In 2022, the member enrolled its Turkish supplier with findings and complaints on freedom of association and discrimination in the WEP Factory Dialogue training. And its Tunisian factory, with a CAP finding and a complaint legally binding employment relationships, was enrolled in a Fair Wear WEP Basic Module.

Recommendation: BP 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: BP followed up on the implemented training by discussing the training reports with the suppliers. At the Tunisian supplier, the training participants requested a follow-up training on the composition of wages. This training module was developed and took place in June 2023. There are still some training results that need to be addressed. The training report at the Turkish supplier suggested enrolling the supplier in further training.

The member has not yet used the training results as input for its human rights risk monitoring.

Recommendation: Fair Wear recommends BP to use the training results as input for BP'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.	Intermediate	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.	2	4	0

Comment: BP's human rights risk monitoring includes a responsible exit strategy.

In the past financial year, the member stopped with two suppliers. The member did not follow the steps in the responsible exit strategy as the supplier initiated the exit. BP did not discuss the responsible exit strategy with its suppliers, the process was not yet used in practise.

Recommendation: BP could include the responsible exit strategy as part of its suppliers' agreement or contract.

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: BP 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: 20

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

Comment: BP communicates accurately about Fair Wear membership on its website. The member also uses other channels to inform customers and stakeholders about Fair Wear membership. By using social media channels, newsletters, on-garment communication and press releases, BP actively spreads the Fair Wear message.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.2 Member company sells external brands with a Human Rights Due Diligence system (if applicable).	No reselling of external brands	Some member companies resell other brands, which Fair Wear refers to as 'external production'. These members are expected to investigate the Human Rights Due Diligence system of these other brands, including production locations and the availability of monitoring information.	External production data in Fair Wear's information management system, collected information about other brands' human rights due diligence systems, and evidence of external brands being part of other multi-stakeholder initiatives that verify their responsible business conduct.	N/A	4	0

Comment: Bierbaum-Proenen GmbH & Co. KG 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.	Advanced	The social report is an important tool for member companies to share their efforts with stakeholders transparently. The social report explicitly refers to the workplan and the yearly progress related to the brands goals identified in the workplan.	Social report.	4	4	0

Comment: BP has submitted its social report and also published the report on its website.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.4 Member company engages in advanced reporting activities.	Intermediate	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.	2	4	0

Comment: BP published its social report on its website, which includes factory-level data and remediation results. The factory-level data the member included are, amongst others: main audit findings, complaint details, training outcomes and risk analysis results. In addition, the brand indicates the start of cooperation, the number of employees, the latest audits, the status of the CAP, a visit by BP and leverage. BP has yet to disclose its full factory list and its time-bound improvement plans.

Recommendation: BP is recommended to publish a complete factory list, as well as time-bound plans for its suppliers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.5 Member company has a system to track implementation and validate results.	Advanced	Progress must be checked against goals. Members are expected to have a system in place to track implementation and validate the progress made.	Documentation of top management involvement in systematic annual evaluation includes meeting minutes, verbal reporting, PowerPoint presentations, etc. Evidence of worker/supplier feedback.	6	6	0

Comment: BP has a system to track progress and check if implemented measures have effectively prevented and remediated human rights violations. The internal evaluation system involves top management. The brand's evaluation system includes triangulated information from external sources such as supplier and worker feedback. In 2022, for example, information from workers and suppliers was collected for two prevention programs in Tunisia and Türkiye. Also, the effectiveness of the improvement program to reduce overtime by adjusted planning by BP was tracked in collaboration with the supplier.

Recommendation: The member is advised to include feedback from workers and suppliers consistently in its evaluation system. BP is recommended to include the tracking as individual columns in its master file, which includes the risk analysis, improvement and prevention follow-up plan.

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 the following requirements: BP should analyse what is needed to increase wages and develop a strategy to finance the costs of wage increases. Fair Wear also required BP to disclose production locations on the Fair Wear website. The member followed up on all requirements as stated in indicators 1.7 and 3.13.

5 Appreciation chapter

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

5.2 Member company actively participated in lobby and advocacy efforts to facilitate an enabling environment in production clusters.: Not applicable

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

Comments: BP took on various speaker roles in 2022, amongst others, during the 'Fair Weeks' organised by 'Eine Welt Markt Siegburg e.V.' and during the 15. 'German Sustainability Day'. In addition, interviews with the BP sustainability team were published in magazines.

Recommendations to Fair Wear

BP would appreciate more support with collecting gender-sensitive data. The brand collects some data itself and can create its own questionnaires, but it would be good to have validated data from Fair Wear as an external organisation.

The brand also would like to do more training and wishes Fair Wear had a broader training offer.

BP faced technical issues using the online BPC format and would prefer documents could be uploaded for each indicator.

The brand would also like to have more support concerning regional living wage benchmarks in form of consumer baskets etc.

Last, the brand saw many changes and inconsistencies at Fair Wear such as changes of brand liaisons and would wish for more stability from the organisation.

Brand Performance Check details

Date of Brand Performance Check: **27-06-2023**

Conducted by: **Julia Krämer**

Interviews with: **Annika Düren (Purchasing / Sustainability)**

Fabian Kusch (Head of Purchasing/Sustainability)

Jessika Burger (Purchasing / Sustainability)

Harald Goost (CEO)

Julia Gaspers (Finance)

Dominik Schröder (Head of Supply Chain)

Ute Müller (Head of Production)