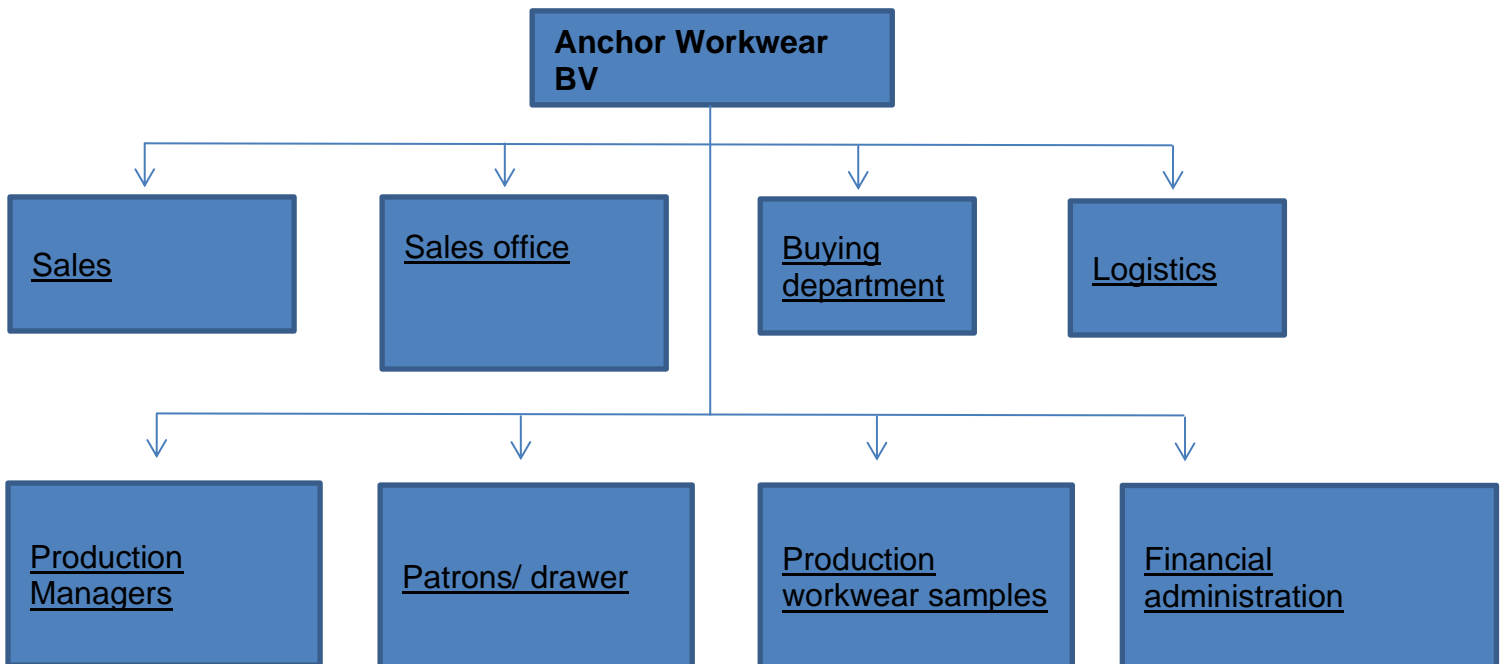




- Contact person
- Ben Huijbers                      0413 369 880
- ben.huijbers@anchorworkwear.com
- Start date membership
- July 2013

**Organisational chart**





Contents

Summary: goals & achievements 2020.....3

1. Sourcing strategy.....3

    1.1. Sourcing strategy & pricing .....3

    1.2. Organisation of the sourcing department.....3

    1.3. Production cycle.....3

    1.4. Supplier relations .....3

2. Coherent system for monitoring and remediation .....4

    2.1. Factory A/Country A.....4

    2.2. Factory B/Country B.....4

    2.3. External production .....4

3. Complaints handling.....4

4. Training and capacity building.....5

    4.1. Activities to inform staff members .....5

    4.2. Activities to inform agents .....5

    4.3. Activities to inform manufacturers and workers .....5

5. Information management.....5

6. Transparency & communication.....5

7. Stakeholder Engagement.....5

8. Corporate Social Responsibility.....6



## Summary: goals & achievements 2020

We want good labour conditions to be a normal aspect in the factories, where our garments are produced. In 2018 we have had an audit in our factory in Bulgaria and an audit in our own factory in Vietnam. The outcomes of the audits were positive. The issues found were partly solved in 2018. Most remaining issues have been handled in 2019 and 2020. In our factory in Vietnam we have the last issues agended for 2021.

### 1. Sourcing strategy

#### *1.1. Sourcing strategy & pricing*

We try to produce as much as possible in own factories and remaining production in a few selected external factories. We source based on production quality, price, social factors and availability. Decisions about production locations are taken by the management team.

Pricing is based on calculation and evaluation of the first production run.

We have daily contact with the production locations with Skype.

#### *1.2. Organisation of the sourcing department*

The management team is responsible for the strategy and sourcing. Together with the buying department we select new production companies.

#### *1.3. Production cycle*

Anchor Workwear buys most fabrics and accessories and supplies patterns. These are transported to the production locations. The production companies cut the fabric and produce the garments. The ready-made garments are transported to The Netherlands. Lead time for production Europe is normally 7-9 weeks. Lead time for production Asia is 12-16 weeks.

#### *1.4. Supplier relations*

Anchor Workwear has selected new suppliers in 2015. Out of these suppliers we selected one factory in Vietnam, which makes production for Anchor Workwear on a regular basis. We consider a number of criteria to select a new factory: reliability, quality standard, respect of deadlines, prices and social responsibility. We also visit the new selected factories for visual inspection. We did not source for new factories in 2020.

#### *1.5. Integration monitoring activities and sourcing decisions*

Our main objective stays to produce in our own factories. Issues of improvement do not result in outsourcing, but in solving the issues.

In 2018 there was an audit in our factory in Vietnam and Bulgaria. Part of the issues found during this audit were handled direct and the rest were handled in 2019 and 2020. During visits we found no new issues. In our factory in Vietnam we have a few remaining points which will be handled in 2021.

## **2. Coherent system for monitoring and remediation**

### ***2.1. Factory Bulgaria***

In Bulgaria we have had a WEP-training and an audit in 2018. The result of the audit overall was good and showed only some points for improvement. Most points have immediately been solved and the remaining minor issues were handled in 2019. During visits we discuss labour conditions with staff and workers. Our last visit to Bulgaria was in January 2020. Due to Covid 19 we couldn't visit the factory since then. But communication via Skype has continued as usual in 2020.

### ***2.2. Factory Vietnam***

We have had an audit in our factory in Vietnam in 2018. The most important points for the CAP have been solved in January 2019. Most of the remaining points were handled in 2019. During visits we discuss labour conditions with staff. Due to Covid 19 we couldn't visit the factory in 2020. But communication via Skype has continued as usual in 2020.

The other production company in Vietnam has been audited by SA8000 in 2018. All major issues and most minor issues have been solved in 2018, the rest has been solved in 2019. Due to Covid 19 we couldn't visit the factory in 2020. But communication via Skype has continued as usual in 2020.

### ***2.3. External production***

Anchor Workwear imported shoes from Ecco. Ecco has its own, expanded version of a Code of Conduct. Above, Ecco has signed the Code of Labour Practices of FWF.

## **3. Complaints handling**

We have posted the code of labour practices in our factories. Workers can put their complaint to the management of the factory.

We received several requests from the workers. These were handled by the management of the factory. In 2020 we have not received any complaints.

During the audit in Bulgaria workers were asked for a system for complaints. People answered, that if they have questions or complaints, that they can address them to the management of the factory and the management is capable to solve the issues. They don't need another system for complaints.

It doesn't feel good for factories to encourage workers to complaint.

## **4. Training and capacity building**

### **4.1. Activities to inform staff members**

During meetings we inform the staff about the FWF membership and audits of production locations. We inform our membership on our website and during fairs and visits to our customers. The staff of Anchor Workwear were informed in November 2016 during a training by Fair Wear Foundation.

### **4.2. Activities to inform agents**

Not applicable

### **4.3. Activities to inform manufacturers and workers**

In 2018 we organised a Workplace Educational Programme in our own factory in Bulgaria. A selected group of workers and the management of the factory attended this WEP. During visits to factories we have informed manufacturers of our membership and the importance of social responsibility. We had a Workplace Educational Programme in our own factory in Vietnam in 2016.

## **5. Information management**

- We monitor progress in the implementation of the Code of Labour Practices through audits that FWF performs as well as external audit by SA8000. In addition to the audits, we follow the progress of the implementation of the Code of Labour Practices during the visits to the workshops. During these visits, meetings are held with management and staff, including discussing progress in the implementation of the Code of Labour Practices.
- In 2020 the management of Anchor Workwear did not visit the production locations, due to the restrictions resulting from Covid-19. We had frequently contact by Skype and email.

## **6. Transparency & communication**

The general public and customers have been informed through various channels;

- We have put the Fair Wear logo in our emails
- We mention our Fair Wear membership on our website.
- We put the social report and the brand performance check on our website.
- We mention our Fair Wear membership in our offers to clients.
- Anchor Workwear writes an annual social report

## **7. Stakeholder Engagement**

We did not make use of any FWF stakeholder resource, because there has been no issues to be discussed

## 8. Corporate Social Responsibility

- Anchor Workwear has an internal CSR policy regarding reducing energy consumption, reducing waste and regarding discrimination. Apart from that, CSR is a natural issue during daily processes. Anchor Workwear is ISO 14001 certified.
- Anchor Workwear also considers the external CSR issues. We produce safe garments (with Okotex) under good circumstances. We support an orphanage with clothes. We use organic and recycled materials for fabrics to deliver a contribution to the environment. We collect and recycle used garments to new products.