



Brand Performance Check

Suit Supply B.V.

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: 150

Possible score: 204

Benchmarking Score: 74

Performance Benchmarking Category: Leader



Summary:

Suitsupply has shown advanced results on performance indicators and has made exceptional progress. With a total benchmarking score of 74, the member is placed in Leader category.

Suitsupply has a sourcing strategy focusing on long-term partnerships and mutual commitment to social compliance. This sourcing strategy is integrated and supported by sourcing and production departments.

The member has conducted a detailed risk scoping in line with the OECD guidelines for each sourcing country, considering all risk levels. In this risk-scoping exercise, Suitsupply has assessed the likelihood and severity of each risk and has started to include a gender analysis. A risk-mapping of Freedom of Association is done for each sourcing country, and Suitsupply is advised to integrate this further and track significant obstacles to improvements.

Suitsupply has a good understanding of its suppliers' human rights performance, which is evaluated systematically yearly. This evaluation is used to decide on long-term commitments and overall sourcing.

Suitsupply continued to work on the living wage programmes, specifically focusing on its core suppliers in China. It has discussed the collected gender-disaggregated wage data with some of its core suppliers to encourage them to investigate the wage structure and the gender pay gap. Suitsupply is encouraged to discuss different higher-wage strategies and develop a more systemic and time-bound approach with suppliers.

In its monitoring system, Suitsupply relies primarily on Fair Wear and external audits, which are used for onboarding and remediation. In 2022, follow-up plans were accurate but mostly based on CAPs. Suitsupply is recommended to further complete and develop its follow-up plans, focusing more on improvement and prevention actions beyond CAPs.

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 Suit Supply B.V.

Member company information

Member since: 1 Jan 2007

Product types: Garments, clothing, fashion apparel

Percentage of CMT production versus support processes 90%

Percentage of FOB purchased through own or joint venture production 0%

Percentage of FOB purchased directly 100%

Percentage of FOB purchased through agents or intermediaries 47%

Percentage of turnover of external brands resold 0%

FLA Member No

Number of complaints received last financial year 5

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
China	18	67
Italy	11	13
Portugal	6	8
Mauritius	2	7
North Macedonia	1	2
Myanmar	1	1
India	1	1
Viet Nam	1	0
United Kingdom of Great Britain and Northern Ireland	1	0

Layer 1 Foundational system's criteria

Possible Points: 8

Earned Points: 8

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

Comment: Suitsupply has a Responsible Business Conduct Policy in place, but some elements, including a gender lens and social dialogue, are not explicitly mentioned.

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: Suitsupply discloses 100% 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: Suitsupply discloses 100% 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: 90

Earned Points: 70

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: Suitsupply has a sourcing strategy addressing influencing labour conditions. The member has 40 active suppliers. 87% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. And 87% of the production volume comes from suppliers where Suitsupply buys less than 2% of its total FOB. This is comparable to the previous year. The small increase in tail-end suppliers can be explained by onboarding several Italian suppliers, replacing parts of the suit production at much larger Chinese production locations post-COVID.

Suitsupply's sourcing strategy explicitly focuses on increasing influence through consolidation and /or active cooperation with other clients.

Recommendation: Fair Wear recommends the member to include SMART goals in its 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: Suitsupply has a sourcing strategy that focuses on maintaining long-term relationships. 69% of the member's total FOB volume comes from suppliers with whom Suitsupply has had a business relationship for at least five years.

The member commits to long-term contracts with some of its suppliers. With 20% of its suppliers, Suitsupply has indefinite contract and the majority is under contract for three years or one year with automatic extension. Suitsupply mutually agrees with its suppliers on what works best for both parties. Even though Suitsupply strongly commits to longterm relationships, it is yet to be implemented across the supplier base with forward-looking contracts.

Recommendation: Suitsupply is advised to embed long-term contracts in its sourcing strategy.

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.	Intermediate	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.	4	6	-2

Comment: Suitsupply conducts risk scoping and includes all risk factors: country, sector, business model, sourcing model and product level. For example the risks related to the use of chemicals in production are documented, as well as the risks of sourcing the majority of buying volume in one production (high-risk) country.

The risk scoping includes a gender lens. The member particularly looks at women's rights, the gender pay gap and sexual harassment in its risk scoping.

Input from workers, suppliers, and stakeholders is included in the risk scoping. Suitsupply adjusts its sourcing strategy based on the risk scoping, as outcomes of the scoping are included in decision-making regarding production countries. An extended list of countries is made with detailed risk scoping for each. The result of this exercise is used to decide whether or not to enter a production country.

Suitsupply sources a large part of its total production from China, and the risks related to social dialogue and freedom of association are assessed systematically. To date, Suitsupply's sourcing strategy does not explicitly mention a preference for countries where workers can freely form or join a trade union and/or bargain collectively.

In its risk scoping, the member has assessed the impact and prevalence of the risks correctly.

Recommendation: Fair Wear strongly recommends Suit Supply to privilege countries where workers can freely form or join a trade union and/or bargain collectively and make this explicit in its sourcing strategy.

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: It is the standard process for Suitsupply to inform new suppliers about Fair Wear membership by sending onboarding information, including the Fair Wear questionnaire and worker information sheet. This process has been followed for all ten suppliers added last year. Additionally, the brand started a dialogue with its new suppliers about human rights and how the supplier and Suitsupply can cooperate on this topic.

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.	Advanced	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.	6	6	0

Comment: Suitsupply collects human rights information of potential new suppliers by self-assessments and organising Fair Wear audits or external audits, which include worker input, before finalising the first purchase order. Through these audits, Suitsupply checks the internal grievance mechanism and the presence of worker committees. Suitsupply followed this process for all new suppliers added in the previous year.

Overall, Suitsupply bases its sourcing decisions on the outcome of the audits and the supplier's willingness to commit to social compliance. The CSR team is in close contact with the production team and has the last say based on the human rights situation at a potential factory.

Recommendation: Fair Wear encourages Suitsupply to collect more stakeholder input before placing the first order. Fair Wear strongly recommends Suitsupply to privilege suppliers where workers can freely form or join a trade union and/or bargain collectively and make this explicit in its sourcing strategy.

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.	Basic	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.	2	6	0

Comment: Suitsupply has added ten new suppliers.

Suitsupply has shared information about Fair Wear's CoLP and the complaints helpline within the first year of business. The Worker Information Sheet (WIS) has been posted at eight new suppliers. The remaining two suppliers, one in Italy and one in Portugal have not posted the WIS, but these were phased out in the same year.

Suitsupply has not yet organised onboarding sessions for its new suppliers to raise awareness about the Fair Wear CoLP, the complaints helpline, or the importance of social dialogue.

Recommendation: Suitsupply is recommended to organise onboarding sessions specifically focusing on the CoLP and the complaints mechanism within the first year of business.

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.	Advanced	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.	6	6	0

Comment: Suitsupply systematically identifies human rights risks in its supply chain and has assessed the risks for each production location. It has determined the appropriate monitoring tool and frequency per country and per supplier. The brand monitors its suppliers by organising monitoring visits and decides on the frequency of visits and audits based on the risk analysis. A monthly CSR meeting is held on CAP follow-up, audit planning and training needs, crosschecked with the risk analysis.

Suitsupply uses Fair Wear audits in its monitoring as much as possible. External audits are conducted in countries where Fair Wear is not active. Input from workers, suppliers, and other stakeholders is included through the Fair Wear audits, and also through the audits conducted by external parties. The worker input feeds back into the member's monitoring tool.

An additional risk mapping was done for the Italian suppliers, focusing on the risks among migrant workers from Ukraine.

Recommendation: Suit Supply could integrate more stakeholder input into 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: Suitsupply 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. Sources used are Fair Wear audits, UN Women reports, external audits and ILO reports. The risks to FoA are included in the detailed risk assessment overview that Suitsupply uses. The main risks identified are limited freedom of speech, the undermining of FoA and CBAs by state unions (China), discrimination of union members (Myanmar) and complex procedures for legal strikes (Mauritius).

Suitsupply has started to define where improvements are possible, focusing on factory-worker dialogue at its main suppliers. The member knows which suppliers have trade unions and CBAs in place, but systematically tracking where significant obstacles exist to these rights is yet to be done.

Recommendation: The member is recommended to continue supplier-level monitoring and track significant obstacles to improving Freedom of Association.

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: Suitsupply has included gender in its risk scoping. The member could show it understands the basic gender risks for its sourcing countries, such as gender violence and harassment, women's access to assets and the lack of laws related to sexual harassment as important risks prevalent in China, Italy, India and Mauritius.

Additionally, Suitsupply actively collects gender data per factory. The data it collects are related to the gender wage gap, unequal access to the same job levels and sexual harassment. This information is collected through audits, training follow-up and periodic dialogue with factory management. The data on factory-level has been analysed by assessing the severity and likelihood of the risks. Suitsupply has yet to link this to each specific Code of Labour Practices and its own activities and how these can cause or contribute to these risks.

Recommendation: Suitsupply is recommended to collect gender data per factory related to every Code of Labour Practices and link the risks to its activities.

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. The performance indicators are based on the Fair Wear Code of Labour Practices, and audit findings and CAPs are included in the evaluation. Suitsupply quantifies the performance and uses graphics to demonstrate the suppliers' improvements in remediation. The performance of suppliers is based on the development over time instead of the status at a point in time. The progress tool contains the eight labour standards and several enablers: transparency, factory attitude, social compliance knowledge and experience. Gender is also included in this progress tool to monitor gender equality.

For those that perform well, order volumes are kept and, in some cases, increased. Suitsupply also uses human rights performance to decide on long-term commitments. The frequency of performance evaluation may differ per supplier, depending on the supplier's size, compliance and relationship. Some suppliers are assessed annually, others up to four times per year.

If possible, the compliance evaluation per supplier is communicated with the main suppliers and worker representatives and shared internally with the buyers.

Recommendation: Fair Wear recommends Suitsupply to share and discuss the outcome of the supplier evaluation with all its suppliers and their worker representatives.

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: Suitsupply uses the outcomes of its human rights monitoring to respond to unauthorised subcontracting. There is no evidence of missing first-tier locations in the database. Additionally, the member actively prevents unauthorised subcontracting by visiting suppliers during production and checking machinery, capacity and order volume. Agents are clearly instructed to monitor this as well.

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: Suitsupply 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 of the thorough capacity planning and type of product. One supplier in Italy uses authorised homeworkers for cufflinks and these are closely monitored by Suitsupply's agent. The homeworkers are included in the monitoring system, visited frequently and payment information is verified.

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: Suitsupply uses contracts with its suppliers. The member has agreements in the form of purchase contracts and supplements such as supplier manual and code of conduct. The purchase contract stipulates clear terms of payment, duration and termination options. Payment terms are generally 30 or 60 days, in a few cases more but this is only for the large suppliers and clearly agreed upon by both parties. The contract stipulates that Suitsupply covers all audit and training costs.

Although the contract includes the Code of Labour Practices, it does not support the implementation of human rights due diligence. In case of delays or quality issues, there is no penalty, but Suitsupply has the right to terminate the contract immediately. Proof of fault or a mention of shared responsibility is yet to be included.

Suitsupply works with several indefinite contracts that can be terminated by both parties with three month's notice. All suppliers are paid directly; there are no contracts with suppliers via an intermediary.

Requirement: Suit Supply 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: Suitsupply could ringfence labour costs in its contracts with suppliers to prevent negotiations from negatively affecting wages.

Fair Wear strongly recommends that Suitsupply remove penalties for late delivery from its contracts or at least ensure there is 'proof of fault by the supplier'.

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: Suitsupply actively shares relevant CSR information with other departments. There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices.

According to Suitsupply, responsible business practices are engrained in their day-to-day business. The member argues that making this explicit through Key Performance Indicators would not suit the company's business style.

Recommendation: Suitsupply could adopt KPIs that support good sourcing and pricing strategies within its sourcing, purchasing and design departments. The member could also include responsible business practices in its job role competencies of sourcing and/ or 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: Suitsupply shares a long-term (3 years) production planning with suppliers in advance. The suppliers must reserve production capacity for Suitsupply based on the production agreement. The planning is confirmed with suppliers every six months. Suitsupply produces two seasons per year, and the production plan is updated with suppliers weekly. Suitsupply can adapt deadlines or move (never-out-of-stock) productions based on the available capacity to prevent factories from working overtime. Suitsupply knows each factory's production capacity and the time needed to complete an order. The more complicated styles are usually placed earlier to allow for delays.

In 2022, there were slightly lower volumes, and Suitsupply discussed with suppliers about preference in capacity. Suitsupply shows high flexibility in moving production forward/back or shipping by air as a last resort to minimize the risk of excessive overtime.

Evidence of forecasting accuracy was not yet shown through an evaluation of forecasts versus actual orders.

Recommendation: The member is encouraged to evaluate the production process after each season with the supplier and, where needed, adapt its future planning.

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.	Intermediate	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.	4	6	0

Comment: Suitsupply has a strong understanding of the wage levels at its suppliers and connects this understanding to its buying prices. Most suppliers of Suitsupply (>90%) are working on the cut-make (CM) process or cut-make-trim (CMT) process. Each supplier provides a target price to Suitsupply. Suitsupply can adjust or simplify the design to reach an agreement if the price does not fit the brand's price estimations. Inflation and the rise of Legal Minimum Wage are always considered when setting pricing for the next season.

At the main suppliers, labour minute costs are known by Suitsupply and the minutes necessary to produce its garments. Fixed labour costs are not yet demanded in the buying conditions.

Recommendation: Suitsupply is encouraged to continue its work on wages, collect information from the smaller suppliers, and adopt demanding fixed labour costs in its buying conditions.

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: Suitsupply has informed its sourcing intermediaries of Fair Wear requirements and could show they informed production locations. Next to that, the intermediaries actively support the implementation of the CoLP by monitoring production locations and following up on CAPs on behalf of the member. Suitsupply is yet to require its intermediaries to uphold the purchasing practices mentioned in the Common Framework of Responsible Purchasing Practices (CFRPP).

Recommendation: Suitsupply could require intermediaries to uphold the purchasing practices mentioned in the CFRPP framework.

Layer 3 Remediation and impact

Possible Points: 96

Earned Points: 72

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: Based on the risk identification as described in chapter two, Suitsupply has linked factory risks to follow-up plans.

The follow-up plans in 2022 have mostly been general, for example, revising the supplier contracts for all suppliers and organizing training programmes. Besides this, Suitsupply followed up on CAPs and created follow-up action based on this. Information from CAPs and training feeds back into the risk profiles. Even though CAPs and risk profiles are comprehensive, individual follow-up plans going beyond CAPs for all its factories are not yet used, which may lead to incomplete follow-up programmes.

During the performance check, three production locations were looked into, and follow-up plans were shown but did not go beyond CAP follow-up for those in China; therefore, the percentage is halved for this indicator.

Recommendation: Fair Wear recommends the member to further complete its follow-up plans.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's improvement and prevention programmes include a gender lens.	Intermediate	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.	4	6	0

Comment: Suitsupply includes a gender lens in its prevention programmes. At one core supplier in Mauritius, a gender programme was set up a few years ago, aiming to ensure a balance in job types between male and female workers. Suitsupply also discussed the collected gender-disaggregated wage data with its core suppliers to encourage them to investigate the wage structure and the gender pay gap. Moreover, Suitsupply supports female workers to be part of worker committees to improve women's representation in social dialogue.

Recommendation: Suitsupply could extend its gender lens to follow-up on both 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.	Intermediate	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.	4	6	0

Comment: Suitsupply included some steps to encourage FoA and effective social dialogue in its improvement or prevention actions. These steps are: the inclusion of worker representatives in the start and ending meetings of audits, and proposing and financing training on social dialogue at some factories where social dialogue is identified as a risk. The functioning of grievance mechanisms is monitored systematically.

Even though a gender lens is applied in the risk scoping, Suitsupply has yet to apply a gender lens for FoA and ensure its steps to promote FoA and effective social dialogue address the specific risks for female workers.

Recommendation: Fair Wear recommends Suitsupply to be more comprehensive and include more steps to promote FoA and effective social dialogue in its improvement and prevention actions.

Fair Wear recommends that Suitsupply applies a gender lens and ensures 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.	Intermediate	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.	4	6	0

Comment: Suppliers' internal grievance mechanisms are assessed at the start of the business relationship or are monitored systematically every year. Suitsupply actively supports and monitors the effectiveness of internal grievance mechanisms. Through audits, Suitsupply checks if internal grievance mechanisms exist and function properly. At its main suppliers, it is checked with the supplier if complaints have come in and how the factory has handled them. Worker representatives are also asked about internal complaints handling, and worker committees' functionality is checked via documentation (meeting minutes, election procedure, etc.). To support the effectiveness of internal grievance mechanisms, training is organised.

The evaluation of the internal grievance mechanism does not yet specifically influence purchasing decisions.

Recommendation: Fair Wear recommends Suitsupply to ensure that the evaluation of internal grievance mechanisms of its suppliers is systematically considered in purchasing decisions.

Suitsupply is encouraged to clarify how the outcome of assessments of grievance mechanisms is weighted in its supplier evaluation system.

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.	Advanced	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.	6	6	0

Comment: Suitsupply cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and complaints if possible. Next, the member cooperates in taking more preventive measures, such as organising training and joint living wage work.

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.	61%	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, Suitsupply has received 15 audit reports. During the performance check, the member could demonstrate with a sample that up to two-thirds of the CAP issues requiring improvement actions have been followed up. Improvement actions include health and safety measures, organising awareness-raising training sessions, dialogue with suppliers on wage registration and proper payment.

The CAP issues that require improvement actions and are still open are more complex or structural and, therefore, need more time to be remediated.

Recommendation: Fair Wear strongly recommends ensuring that the size of the supply chain and the available resources of Suitsupply to actively follow up on CAP issues are coinciding. Possible solutions could be to decrease the number of suppliers or increase the resources needed to work on improvement actions.

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: Suitsupply has identified some root causes of the CAP issues and discussed them with several of its main suppliers. The member has started developing preventive steps addressing these root causes, focusing on repetitive findings and social dialogue. Implementation is yet to be done.

Recommendation: Fair Wear recommends Suitsupply 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.	Intermediate	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.	4	6	0

Comment: Suitsupply has some suppliers where improvement or prevention steps are not deemed necessary, such as Portugal and United Kingdom. These cover less than 9% of the member's total FOB. Suitsupply regularly reviews changes to the risk situation at its suppliers in Portugal through external audits.

The member has yet to include worker representatives/local unions in discussions with factory management on possible human rights risks.

Recommendation: Suit Supply is recommended to ensure worker representation/local unions (when appropriate) are included in discussions with factory management on possible human rights risks.

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 2022, four Fair Wear audits were conducted, and each audit showed findings of excessive overtime. Suitsupply analysed the root causes of these findings. According to the member, the upscaling of production after the COVID-19 pandemic is a significant cause for excessive overtime. According to Suitsupply, several suppliers expanded their workforce and added factory production lines. Training workers for a new production line costs a lot of working hours. Suitsupply is in contact with the suppliers to discuss remediating excessive overtime and explaining the importance of working hour transparency. The member has taken the following actions: being flexible with delivery dates, prioritising orders, and ordering in low season. Suitsupply could not yet show that its efforts resulted in reduced excessive overtime at its main suppliers.

Recommendation: Fair Wear advises Suitsupply to discuss with its supplier which solutions included in the Fair Working Hours Guide are applicable.

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, four audits included findings regarding non-payment of legal minimum wage/ legally required wage elements. It entailed piece rate workers not guaranteed legal minimum wage, lack of proper wage data and allowances/bonuses not paid as legally required.

Suitsupply responded immediately to these findings by contacting the supplier and discussing corrective actions. It collected evidence of proper remediation at one supplier in India. Suitsupply showed a proper response at one supplier in China but could not yet show that all due wages were compensated.

Recommendation: Fair Wear strongly recommends Suitsupply to ensure problems of payments below legal minimum wages are not just prevented going forward but also remediated retroactively.

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: Suitsupply has an overview of the wage levels at its suppliers. Suitsupply discusses the topic of wages with its main suppliers in China and has continued to analyse and encourage wage increases. The member keeps track of wage levels and the gap towards the estimated living wage in their supply chain on a regional and country level.

Suitsupply has adopted a more holistic approach to monitoring wages and hours per supplier for its core suppliers in China but has yet to develop a more time-bound plan.

Recommendation: Fair Wear encourages Suitsupply to continue discussing different strategies to work towards higher wages with suppliers and develop a systemic and time-bound approach.

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: Suitsupply has an overview of wages paid in production locations and discusses wage increases with its core suppliers. The member has set a goal to increase wages and started implementing financing approaches to realise higher wages in a few production locations. Suitsupply started analysing the costs of financing wage increases across its supply chain and has created a strategy to finance wage increases, including the repricing of its products. The relevant management staff has agreed to this, but a clear plan to systematically implement the approach is yet to be made.

Recommendation: Fair Wear strongly recommends members to integrate the financing of wage increases into their systems, herewith committing to a long-term process that leads to sustainable implementation of living wages. 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.	67%	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.	6	6	0

Comment: Suitsupply uses fact-based costing to ensure its prices support the payment of a living wage estimate at suppliers responsible for 56% of Suitsupply's FOB. The member's direct suppliers in Italy have joined a Collective Bargaining Agreement ensuring negotiated wages. These suppliers are responsible for 11% of Suitsupply's FOB.

Recommendation: Suitsupply 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: Suitsupply received five complaints in the past financial year, about wages, health and safety and legally binding employment relationship at suppliers in China, North Macedonia, India and Myanmar.

Suitsupply actively responded to these complaints as per Fair Wear's Complaints Procedure. The findings were discussed with the relevant suppliers, and remediation was done promptly. Suitsupply could show clear communication, and evidence was collected to ensure corrective actions were taken. The complainant's feedback was included in Suitsupply's risk assessment to prevent similar complaints. At one supplier in China, where repetitive complaints were received regarding monetary fines for being late, Suitsupply analysed the root cause and took this up with the supplier.

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.	Advanced	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.	6	6	0

Comment: Suitsupply has some CAP findings where training is a recommended follow-up action. The member has enrolled all of its suppliers with findings on awareness about CoLP in the following training modules: WEP Basic, WEP Communication and Violence and Harassment Prevention Programme. Suitsupply has also implemented external training similar to WEP Basic at four suppliers in Italy.

Recommendation: Suitsupply 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: Suitsupply followed up on the implemented training. The suggested steps have been discussed and followed up with the suppliers. Suitsupply mentioned that gender-related issues occurred during one training at a supplier in Italy. The member has started a dialogue about this with the supplier. Suitsupply did not yet show it used the training results as input for human rights risk monitoring.

Recommendation: Fair Wear recommends Suitsupply to use the training results as input for Suitsupply'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.	Advanced	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.	4	4	0

Comment: Suitsupply's human rights risk monitoring includes a responsible exit strategy shared with all suppliers at the start of business. In the past financial year, the member stopped with four suppliers. The member followed the steps in the responsible exit strategy.

Suitsupply could show that it has discussed the responsible exit strategy with its suppliers. The exit process starts at least one year in advance, and a clear agreement is made on using the remaining fabric, for example.

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.	Basic	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.	2	6	0

Comment: Suitsupply undertakes activities related to human rights that go beyond Fair Wear's scope. In 2022, Suitsupply has mapped its entire leather and wool supply chain to understand its sources better.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 18

Earned Points: 8

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: Suitsupply communicates accurately about Fair Wear membership on its website. The member also informs customers and stakeholders about Fair Wear and its due diligence efforts through public speeches and presentations.

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: Suitsupply 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.	Insufficient	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.	0	4	0

Comment: Suitsupply has not yet submitted its social report.

Requirement: Suitsupply's social report needs to be submitted to Fair Wear.

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

Comment: Suitsupply reports on factory-level data and remediation results in its social report. Time-bound improvement plans are included and updated annually. However, the social report is not yet published on the member's website for this year and the score for this indicator is therefore insufficient.

Requirement: Suitsupply should report on factory-level data and remediation results. Good reporting by members helps to ensure the transparency of the member and Fair Wear's work.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.5 Member company has a system to track implementation and validate results.	Intermediate	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.	4	6	0

Comment: Suitsupply has a system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations.

The internal evaluation system involves top management.

In its evaluation system, the member does not yet include triangulated information from external sources, such as input from worker representation and feedback from suppliers.

Recommendation: The member is advised to include feedback from workers and suppliers in its evaluation system.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.6 Level of action/progress made on requirements from previous Brand Performance Check.	No requirements were included in the previous Brand Performance 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 should show documentation related to the specific requirements made in the previous Brand Performance Check.	N/A	4	-2

Comment: In the previous performance check, no requirements were included.

5 Appreciation chapter

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

Comments: Suitsupply acknowledges a responsibility towards everyone working in its supply chain and has actively participated in events through presentations on risk-based due diligence and related topics.

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: As a founding Italy Fashion Working Group member, Suitsupply contributes to learning and outreach in its main selling market by collaboratively organising workshops and meetings to share lessons and best practices.

Recommendations to Fair Wear

- Suitsupply recommends Fair Wear to further develop the Fairforce member hub and especially to enable the uploading of Corrective Action Plans with and to increase the data storage.
- Suitsupply would like to get access more gender-disaggregated data from Fair Wear and gender risks per country incorporated in audits, training, country studies, presentations and webinars etc.
- Suitsupply appreciates that Italy is now considered a medium-risk country instead of low risk. However, the offered services/verification in the medium risk countries lacks behind. Suitsupply recommends Fair Wear to develop more activities in those countries (mostly Italy).
- The webinar about the new performance check system was offered too late according to Suitsupply.

Brand Performance Check details

Date of Brand Performance Check: **24-08-2023**

Conducted by: **Hendrine Stelwagen**

Interviews with: **Joy Roeterdink - Head of CSR**

Jana Heuer - CSR

Liza Klein Nagelvoort - Head of Production

Sophie Raantjes - Senior Production Manager

Kriti Priya - Quality Manager

Colleagues from the Legal team

Agent in Italy