



Brand Performance Check

Tricorp BV

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.

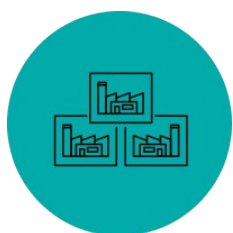
Scoring overview

Total score: 98

Possible score: 192

Benchmarking Score: 51

Performance Benchmarking Category: Good



Sourcing strategy

53%



Identifying continuous human rights risks

67%



Responsible purchasing practices

62%



Quality and coherence of prevention and remediation system

53%



Improvement and prevention

32%



Communication, transparency and evaluation

55%

Summary:

Tricorp BV (hereafter Tricorp) met most of Fair Wears' performance requirements. With a total benchmarking score of 51, the member is placed in the Good category.

Tricorp's newly developed sourcing strategy shows its commitment to long-term relationships and jointly improving labour conditions with its suppliers. The sourcing strategy aligns with OECD guidelines on human rights due diligence. The member brand's focus is to prevent or mitigate the risks by improving its purchasing practices. The implementation of this strategy requires some significant steps, such as relocating the production from high-risk countries, and therefore, the impact of this strategy could not be assessed yet.

Tricorp developed a risk assessment on a country level for each Code of Labour Practices (CoLP) and created a prioritization of risks in its supply chain, using a traffic light system to indicate low, medium, and high risks. Based on the risk scoping, the member brand did a factory risk assessment for 80% FOB of its suppliers. The sector and business model risk assessments are yet to be completed.

Tricorp has developed improvement and prevention programs based on the factory risk assessment. Two suppliers received WEP Basic training, and another two suppliers were trained on using the Fair Price App related to work on living wage and connecting the purchasing price to workers' wages. The member brand developed a strategy paper on Freedom of Association and excessive overtime, including an action plan for most of its suppliers. As a result of both strategy papers and risk assessment, the member brand joined two projects with the trade union on Freedom of Association (FoA) and Collective Bargaining. In addition, Tricorp joined a project with another NGO to gain further knowledge on gender.

Tricorp monitors its supply chain through audits, training, visits, and surveys. The brand's main sourcing countries are China, Pakistan, and Bangladesh. The brand is a signatory of the Accord.

Fair Wear encourages Tricorp to continue working on its living wage strategy and setting the first concrete steps.

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 members. 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 Tricorp BV

Member company information

Member since: 1 Jan 2007

Product types: Workwear

Percentage of CMT production versus support processes 91%

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

Percentage of FOB purchased directly 95%

Percentage of FOB purchased through agents or intermediaries 38%

Percentage of turnover of external brands resold 0%

Are vertically integrated suppliers part of the supply chain? Yes

Comment Two vertically integrated suppliers in Bangladesh.

FLA Member No

Member of other MSI's Agreement on Sustainable Garment and Textile, Amfori - BSCI, International Accord, Better Buying Institute

Other Initiatives Better Buying Institute

Number of complaints received last financial year 0

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	13	47
Pakistan	1	21
Bangladesh	3	14
Türkiye	5	12
Viet Nam	2	4
Cambodia	1	1
Tunisia	1	1
India	1	0

Layer 1 Foundational system's criteria

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

Comment: Tricorp has a solid Responsible Business Conduct Policy in place.

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: Tricorp discloses 89% 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: Tricorp discloses 89% 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: 54

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.	Intermediate	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.	4	6	0

Comment: Tricorp has written a 'Sourcing strategy' aligned with its Human Rights Due Diligence process to influence working conditions. Part of Tricorp's due diligence process involves preventing and mitigating human rights violations or risks in its product supply chain. The focus of the sourcing strategy is to prevent or mitigate human rights risks at its suppliers through its purchasing practices. Tricorp's long-term sourcing strategy includes increasing influence through consolidation and active cooperation with other clients. The sourcing strategy recognises the actual status of the member's supply chain, such as sourcing from high-risk countries, and stipulates the steps in transition and adopting the new approach, such as consolidation and phasing out from high-risk countries.

Tricorp has 27 active suppliers. 47% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. 53% of the production volume comes from suppliers where Tricorp buys less than 2% of its total FOB. Although Tricorp's sourcing strategy includes increasing influence through consolidation, in comparison to the previous year, the member brand had shifted 33% of the total FOB to suppliers with a leverage of less than 2%.

Recommendation: Fair Wear recommends Tricorp to consolidate its supplier base where possible and increase leverage at main production locations to effectively request improvements in working conditions. It is advised to describe the consolidation process in a sourcing strategy agreed upon with top management/sourcing staff.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.2 Member company's sourcing strategy is focused on building long-term relationships.	Basic	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.	2	6	0

Comment: Tricorp has a sourcing strategy that focuses on maintaining long-term relationships. The member does not commit to long-term contracts yet. 52% of the member's total FOB volume comes from suppliers with whom Tricorp has a business relationship for at least five years.

Recommendation: Tricorp 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.	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: Tricorp conducts risk scoping on the country level. Tricorp has not yet conducted a risk scoping on all levels (sector, business model, sourcing model, and product levels) and has not yet applied a gender lens to its risk scoping exercises. The country risk scoping is based on audit reports and local stakeholders, Fair Wear country studies, and includes Fair Wear's eight Code of Labour Practices (CoLP).

The country risk assessment result shows that Tricorp sources in various so-called high-risk countries, for example with regard to issues such as Freedom of Association, reasonable working hours, and fair remuneration. Yet, this assessment has not led to the immediate exclusion of these countries due to the high numbers of annual orders. Nevertheless, Tricorp strives to improve the conditions of the workers in the production sites through this leverage. In the longer term, the brand aims to relocate its production to other countries with less risks. The country risk assessment is part of the brand's sourcing strategy and the base for the risk assessment and prioritization per supplier. The member verified its risk scoping with Fair Wear's list of prevalent and impact risks per country.

Recommendation: Fair Wear recommends Tricorp to include all risk factors in its risk scoping.

The member is recommended to include input from workers, suppliers, and other stakeholders in its risk-scoping exercise.

Fair Wear strongly recommends Tricorp 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.

Fair Wear strongly recommends Tricorp to adjust its sourcing based on the results of its risk scoping.

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 Tricorp to inform new suppliers about Fair Wear membership and the commitment to improve workers' conditions by sharing the supplier manual, and during the factory visits. The member discusses and shares with each new supplier Code of Labour Practices (CoLP), and relevant policies such as subcontracting policies, and the supplier is asked to post the Worker Information Sheet (WIS). This process has been followed for all six suppliers added last year. Tricorp also starts a dialogue with suppliers about human rights and how the supplier and the member can cooperate on this topic. The process is documented in the member's internal system and shared with the relevant departments such as purchasing, and Research & Development (R&D).

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.	Basic	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.	2	6	0

Comment: Tricorp collects human rights information of potential new suppliers by collecting self-assessments, and existing audit reports and organising Fair Wear audits if there is no credible audit report. In addition, the factory will be visited and assessed by sourcing staff before a final order is placed. The new suppliers were assessed by using a Supplier Checklist. This showed that the risks were manageable and that communication with the supplier was positive.

Tricorp has not adjusted its sourcing decisions based on the collected information. Although its suppliers in Türkiye have posted the WIS, there is still some resistance to Freedom of Association (FoA).

Recommendation: Fair Wear encourages the member to collect worker and stakeholder input before placing the first order. Fair Wear strongly recommends Tricorp 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.	Intermediate	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.	4	6	0

Comment: Tricorp has added six new production locations (China, Türkiye, and Tunisia) as follows: three new suppliers and three new production locations of already existing suppliers. The brand has shared information about Fair Wear's CoLP and the complaints helpline within the first year of doing business. The Worker Information Sheet has been posted. One supplier in China received Fair Wear WEP Basic training. Tricorp has not yet organised onboarding sessions for workers and management of the other five new suppliers.

Recommendation: Tricorp is recommended to ensure that women workers and workers from other marginalised groups can participate in discussions in the onboarding sessions.

Fair Wear recommends Tricorp to include a discussion with workers on how they would like to provide feedback and report grievances to the management regarding their working conditions in its onboarding sessions.

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: Tricorp has a systematic approach to identifying human rights risks in its supply chain and has assessed the risks of 80% FOB of its production locations. In 2022, the brand further improved and used its systematic tool identifying human rights risks based on severity and likelihood, which leads to finding the possibilities for mitigations and remediations. The member collects information from conducted audits, training reports, factory visits, and other NGOs.

Tricorp's sources predominately from high-risk countries (China, Pakistan, Bangladesh, and Türkiye) and monitors its suppliers with a higher risk of limited Freedom of Association (FoA) by enrolling them in audits, organising monitoring visits, sharing FoA checklists, collecting supplier's questionnaires and conducting surveys (living wage). Each supplier is assessed on FoA and an plan of action has been developed.

Recommendation: Tricorp 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: Tricorp has developed its strategy paper on FoA and collective bargaining. The brand has conducted a FoA risk assessment in all of its active production countries and suppliers. In addition to the risk assessment, an action and prioritisation plan has been developed. Tricorp did not specifically assess the risk to women workers exercising their FoA rights.

Tricorp recognised the seriousness of monitoring FoA and that fulfilling this right could improve workers' labour rights on several fronts. The brand decided to participate in a project to negotiate a Multi-Company Collective Bargaining Agreement (MCCBA) in Vietnam with the support of the union CNV International. A benchmarking report and a proposed plan will be prepared in 2022, with actual implementation taking place in 2023.

In addition, following its FoA risk assessment, Tricorp joined the AMPLIFY project focusing on FoA and collective bargaining with the Mondiaal FNV union and a number of other brands in Bangladesh. This project has much the same structure as in Vietnam. All preparations took place in 2022 and project implementation started in early 2023. One of Tricorp's suppliers in Bangladesh is involved in this project. The brand expects that both projects will have a positive impact on the selected suppliers, but it is also providing some lessons on how to improve its CSR policies and activities towards other suppliers on this issue.

Recommendation: The member is recommended to ensure supplier-level monitoring is in place to assess and understand the risk at suppliers - for example, through the Supplier Questionnaire (tool 2 in Fair Wear's FoA Guide), modular assessment on Social Dialogue, in-depth discussions with suppliers, or a full audit.

Tricorp should include risks specific to women workers in its risk assessment regarding FoA at its suppliers.

The member is recommended to ensure supplier-level monitoring is in place to assess and understand the risk at suppliers - for example, through the Supplier Questionnaire (tool 2 in Fair Wear's FoA Guide), modular assessment on Social Dialogue, in-depth discussions with suppliers, or a full audit.

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.	Basic	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.	2	6	0

Comment: Tricorp could show it understands the basic gender risks for its sourcing countries. Tricorp has collected data from its suppliers, such as the number of males and females per factory.

The member brand took the first steps and connected with the NGO WomenWin in order to gather knowledge and other sources of data on gender topics.

The member has not yet analysed how its business practices affect gender at its suppliers.

Recommendation: Fair Wear recommends the member to start analysing the gender data collected at country and factory levels and connect them. Fair Wear's gender instruments can be helpful.

Fair Wear recommends the member to collect country-level gender risks for each Code of Labour Practices.

Fair Wear recommends the member to start analysing the gender data collected at country and factory levels and connect them. Fair Wear's gender instruments can be helpful.

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.	Intermediate	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.	2	4	0

Comment: Tricorp has developed a supplier evaluation document for each supplier. This evaluation is done across three areas: commercial, quality, and CSR. Each area is divided into specific criteria and evaluated on a scale of 0-4 (highest) by giving weight in percentage. The weight differs per criteria and their importance. The total achieved score per area is assigned in the traffic lights manner and the result of this assessment is taken into purchasing decision-making. The CSR criteria include an assessment of all Code of Labour Practices. However, there is not yet a consolidated assessment of suppliers, which could provide some additional insights into the performance of each supplier in comparison to the rest of the suppliers. The outcome of the evaluation is shared and discussed with each supplier. The member has yet to inform worker representatives.

Recommendation: Fair Wear recommends the member to ensure that the evaluation of human rights performance of its suppliers is systematically considered in purchasing decisions.

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: Tricorp 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 since the unauthorized subcontracting policy was developed in 2021. The member takes measures to prevent unauthorised subcontracting or unknown locations by including a required disclosure of all production locations in the terms of the agreement. In addition, the member is monitoring it during the on-site factory visits, quality checks, and audits.

Two audits conducted in China in 2020 reported that the subcontractor was not informed of the FWF Code of Labour Practices. The brand showed that both findings were remediated.

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: Tricorp's supplier manual includes a policy prohibiting homeworkers. According to the brand, there is a very low risk of homeworkers in its supply chain, because special machinery is required to make the product, and it cannot be placed at home. Tricorp assesses each production process on the risk of homework. In practice, during on-site visits by the member's staff, an observation is made on the goods deliveries by cars. Furthermore, the brand structurally checks data on the wastage rate from each supplier. No audits identified the use of homeworkers. The member has asked its suppliers explicitly about homeworkers.

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.	Intermediate	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.	2	4	0

Comment: Tricorps signs a general terms and conditions agreement with its suppliers, which forms the basis of all orders. The contract agreement is accompanied by the supplier manual. The payment terms are specified as follows: 30% when signing the contract and 70% within 60 days of the invoice received to date. Although this general agreement has been recently reviewed it does not include a clause on long-term agreement with suppliers.

Each order is an individual agreement and includes more specific terms on pricing, capacity, and deliveries.

Recommendation: Tricorp 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 sharing and exchanging of information between sourcing/purchasing, CSR, and research and development (R&D) departments to enable coherent responsible business practices. The recently developed responsible business conduct policy and sourcing strategy as guiding documents are resulting in a supplier evaluation on a factory level. Following the sourcing strategy, the sourcing staff is required to work with factories that are willing to work with Tricorp on the Fair Wear requirements. This has not been formally translated into Key Performance Indicators (KPIs). All information regarding production locations is saved on a shared drive, and accessible to all relevant staff. The CSR manager meets monthly with the purchasing and development team as well as with the CEO. The brand's job role description does not yet include responsible business practices.

Recommendation: Tricorp could adopt KPIs that support good sourcing and pricing strategies within its sourcing, purchasing, and design departments. Tricorp 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.	Intermediate	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.	4	6	0

Comment: Tricorp has revised its analysis and approach in the strategy paper on excessive overtime in 2022. The brand decided to rely mainly on the findings in the external audit reports, and training reports, supplemented by interviews with most suppliers. The analysis was done for all countries and all active suppliers indicating the risks in traffic light colours. From the analysis, the brand could identify not only the root cause of excessive time per factory but also the role of the brand in contributing to the root cause and defining the prevention activities as measures for remediations.

Understanding the root causes of excessive overtime based on input from its suppliers has led to the brand's conclusion that Tricorp's influence to structurally address excessive overtime lies most in its purchasing practices. By reassessing the member's entire procurement cycle with respect to risk and impact on the supplier (and its employees).

Tricorp buys ready-made garments from its suppliers. Product specifications are well known to suppliers, and production takes place throughout the year and orders are placed six months in advance, including transport. The brand receives information about the production status of its suppliers every week and is able to anticipate in case of any unforeseen delays. Transparent information shared by the supplier in order planning is key in preventing excessive overtime. With a production of never-out of- stock (NOS), the brand can place the orders in low season. Specials are developed in close collaboration with the supplier well in advance. A final forecast is shared after confirmation with the client.

There is no evaluation of the planning and all orders placed by the brand in order to systematically improve its purchasing practices.

Recommendation: The member is encouraged to evaluate with the supplier the production process after each season 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.	Basic	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.	2	6	0

Comment: Tricorp has been working and gained some good understanding of the wage levels at its suppliers. The first steps in gathering the data are also made through a purchase analysis connecting the wage analysis to buying prices, however, no specific conclusions are made yet. The brand does not calculate labour minutes per style. Tricorp does not yet understand the link between buying prices and wage levels at production locations. The member brand bases its pricing on retail prices and it does have a rough estimate of the price per article based on price checks. The prices are negotiated with its suppliers, and sometimes the member brand agrees to higher prices, which leads to lower margins. Tricorp actively supports its suppliers by accepting price increases based on legal minimum wage increases.

The member does collect information about wage levels at all its suppliers using audits and surveys. The initial analysis on the product level is done including fabric, trims, and wages costs. However, when the brand approached its suppliers to discuss and work on the product cost and increasing wages, there was some resistance from suppliers to open up and share data for various reasons. Therefore, the brand offered training on FWF's Fair Price App to all suppliers; however, only three suppliers in Bangladesh and China were trained.

Requirement: Tricorp needs to demonstrate an understanding of the link between buying prices and wage levels to ensure its pricing allows for the payment of the legal minimum wage.

Recommendation: Tricorp is encouraged to provide buyers (or other employees involved in price negotiations with suppliers) training on cost breakdown, for example using the Fair Price app.

Tricorp is recommended to investigate wage levels in production countries and at its suppliers. This forms the basis for ensuring enough is paid to cover at least minimum wage and for making steps towards living wages.

Tricorp is recommended to investigate why some suppliers are reluctant to work with Fair Price or any other form of fact-based costing, if needed, with the support of Fair Wear's local teams.

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: Tricorp has direct business relationships with almost all its suppliers, except for three production sites. The member has two agents in Türkiye and Bangladesh, and they are responsible to support the implementation of the CoLP. Regular meetings are held with both agents to discuss the general situation in the country, the follow-up of external audits, and possibilities for projects. The brand values long-lasting relationships and close cooperation with these partners. Tricorp has a Corrective Action Plan (CAP) follow-up procedure in place, which is also applicable to the agents as they are responsible for the CAP follow-up. The member is yet to require its agents that they uphold the purchasing practices as mentioned in the Common Framework of Responsible Purchasing Practices (CFRPP)

Recommendation: The member is recommended to check if the intermediary's purchasing practices are fair and if the intermediary has adequate systems to ensure payments are made on time.

Layer 3 Remediation and impact

Possible Points: 80

Earned Points: 32

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.	Advanced	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.	6	6	0

Comment: Based on the risk identification as described in chapter two, Tricorp has linked factory risks to appropriate follow-up for factories covering 80% of FOB.

Tricorp sources from three production locations in Bangladesh. The member has signed the International Accord.

Recommendation: Fair Wear recommends the member to further complete/improve 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.	Insufficient	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.	0	6	0

Comment: Based on the sourcing countries, Tricorp has prioritised Gender as a high-risk issue. Tricorp has not yet included a gender lens in its improvement and prevention programmes.

Requirement: Tricorp must start including a gender lens in the implementation of improvement or prevention actions.

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: Tricorp included some steps to encourage FoA and effective social dialogue in its improvement or prevention actions. The member brand has developed its strategy paper on Freedom of Association and Collective Bargaining. Each supplier is assessed, and an action plan has been developed. Since the member brand was not able to develop training, it has reached out to trade unions for support. The member currently participates in a project on CBA negotiations in Vietnam with the support of the trade union CNV International. In addition, the member brand participates in a project on FoA with the trade union Mondiaal FNV and several other brands in Bangladesh. The first steps such as supplier assessment and analysis were done in 2022.

Recommendation: Tricorp is strongly encouraged to ensure worker representatives are involved in the steps that the member takes to promote freedom of association and effective social dialogue.

Tricorp is recommended to, together with the supplier, distribute non-retaliation letters to workers, ensuring workers know they will not be punished for joining or forming trade unions.

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

Fair Wear recommends Tricorp 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.	Basic	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.	2	6	0

Comment: Suppliers' internal grievance mechanisms are assessed at the start of the business relationship and are monitored systematically on a regular base via (external) audits or visits.

In some countries, Tricorp supports and monitors the mechanism, and responds when the mechanism is ineffective. The member brand is actively using tex.tracer platform to monitor its supply chain transparency for Tier 1, which includes a grievance mechanism system with the affiliate organisation Atlat set specifically for Pakistan.

Tricorp does not yet support the effectiveness of internal grievance mechanisms through actively incorporating its monitoring results into improvement and prevention plans.

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

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

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: Tricorp cooperates with other Fair Wear members at its shared suppliers, responding to CAPs also cooperates in the prevention of human rights violations led by the trade unions (see specification in 3.3 indicator).

Recommendation: We recommend Tricorp BV to also work together on preventing human rights violations.

Even though Tricorp already works together with other Fair Wear members, Fair Wear recommends to also collaborate with other customers.

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.	30%	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.	2	6	-2

Comment: During the performance check, the member could demonstrate with a sample that up to a third of the CAP issues requiring improvement actions have been followed up.

Tricorp has worked with one supplier in Pakistan on improving and increasing workers' wages by creating awarding bonuses. At one supplier in Türkiye, the member brand worked on Health & Safety remediations (pressure vessel periodic control, potable water quality analysis, and establishing of waste area).

Recommendation: Fair Wear strongly recommends ensuring that the size of the supply chain and the available resources of Tricorp 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 be able 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: Based on the brand's risk assessment Tricorp signed the International Accord to address the root causes of occupational health and safety issues at its Bangladeshi suppliers and to prevent these from reoccurring. Furthermore, Tricorp has identified the root causes of the CAP findings related to excessive overtime and non-payment of living wages; however, these are assessed under indicators 3.9 (excessive overtime) and 3.11 (living wage).

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

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: Tricorp has no suppliers where improvement or preventive programmes are not needed.

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: Tricorp conducted a root cause analysis of overtime by supplier in its production countries and developed a strategy paper on excessive overtime. The analysis showed that the root causes of excessive overtime - to the extent attributable to Tricorp - were partly related to its purchasing practices. As a result of the policy paper, several actions were taken and the brand reviewed its own production planning. It concluded that the countries with the highest risk of excessive overtime were China, Bangladesh and Vietnam. The implementation phase will take place in 2023.

In 2022, one out of three audits reported findings of excessive overtime. According to this finding, workers in the finishing section sometimes worked as much as six overtime hours/day, and workers in the dyeing and knitting section regularly worked three overtime hours, for a total weekly working time of 66 hours. The total weekly working hours should not exceed 60 hours. Tricorp followed on this finding with the factory management. As Tricorp is the only customer sourcing from this supplier and its orders were reduced, the root cause was found to be incorrect monitoring of working hours as the factory operates on two shifts. The issue has been rectified and the brand is closely monitoring how working hours are recorded.

Recommendation: Fair Wear recommends cooperating with other customers at the factory to increase leverage when mitigating excessive overtime.

If audits are not possible, Tricorp could use alternative monitoring tools such as worker surveys to investigate working hours.

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 three audits found non-payment of legally required wage elements. There were no findings of the payment below the legal minimum wage. One audit in Bangladesh resulted in a finding of non-payment of overtime premium as required by law. This finding was related to a finding of overtime, which was caused by the incorrect recording of hours worked between two shifts. The brand and factory management have agreed and implemented measures to ensure that working hours are correctly recorded. The outstanding findings are the payment of insurance for 27 pieceworkers and the non-payment of maternity benefits to female workers who left the factory. During the performance audit, no evidence was provided for the two outstanding corrective actions. Another audit of its supplier in Türkiye showed that the non-conformity on the security payments and the annual leave payments have been resolved. The member brand followed up with the factory and was able to provide evidence that the factory had started to pay annual leave and insurance in accordance with local law. For the findings at its newly on-boarded supplier in Tunisia, another member brand is taking the lead in communicating the CAP findings and Tricorp is being kept informed of the progress of this CAP.

Tricorp carried out a survey of its suppliers, including checking their awareness and payment of the legal minimum wage. Each supplier was asked to provide evidence (pay slips) for verification.

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.	Basic	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.	2	6	0

Comment: Tricorp has an overview per supplier in place of legal minimum wage, living wage benchmarks, and wages paid at each factory. The wage gap analysis shows the difference between the wage paid and the benchmark. The member brand took the lowest wage at the factory and the relevant living wage benchmark to calculate the gap. The overview is updated regularly. The member brand started discussions with suppliers, which the brand was able to visit in the past two years.

Tricorp sources from one supplier in Bangladesh where the member brand has 90% of the factory leverage and purchases almost 10% of its total FOB. The member brand started talks with this supplier, has increased the buying prices, and the factory was trained on the Fair Price app. Nevertheless, a strategy on how to work on a living wage with this factory based on the mutual discussion with this supplier is not in place.

Requirement: If Tricorp buys exclusively from a supplier or owns a supplier, the member is held more accountable for implementing adequate steps. The member is expected to take an active role in discussing living wages with its suppliers and should take steps to work towards living wages.

Recommendation: Fair Wear encourages Tricorp 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.

Fair Wear encourages Tricorp to involve worker representatives and local organisations of its sourcing countries China, Pakistan, Bangladesh and Türkiye in assessing root causes of wages lower than living wages. It is advised that the outcomes of the root cause analysis are discussed internally and with top management to form a basis for an embedded strategy.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.12 Member company determines and finances wage increases.	Insufficient	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.	0	6	0

Comment: The first analysis of Tricorp showed that the member brand's prices contribute to wages above legal minimum wages. Yet, the brand has not defined a target wage with its suppliers, and there is no strategy to finance the costs of wage increases.

Requirement: Tricorp should analyse what is needed to increase wages and develop a strategy to finance the costs of wage increases.

Recommendation: Fair Wear recommends Tricorp to enrol in the Living Wage programme on Fair Wear's learning platform. It is advised that the strategy for how to finance wage increases is agreed upon by top management.

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.	0%	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.	0	6	0

Comment: There are no suppliers where the share of a living wage estimate is paid.

Requirement: Tricorp is expected to begin setting a target wage for its production locations.

Recommendation: We encourage Tricorp to show that discussions and plans for wage increases have resulted in the payment of a target wage.

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.	No complaints received	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.	N/A	4	-2

Comment: Tricorp received no complaints in the past financial year.

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.	Basic	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.	2	6	0

Comment: Even though it was not a recommendation in CAP, Tricorp has requested training WEP on CoLP and grievance mechanism at two suppliers in China. Two suppliers in China were trained on CoLP and grievance mechanism through Fair Wear WEP training. A Fair Price training was conducted at one supplier in Bangladesh and two were postponed to 2023 due to the Covid-19 crisis in China in 2022. Furthermore, the member brand is participating in training projects with two trade unions in Bangladesh and Vietnam, which are related to creating a social dialogue within a factory. The implementation phase of these two trainings will be in 2023 and therefore the score cannot be fully rewarded in this financial year.

Recommendation: Tricorp is recommended to implement training for all factories where this is 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.	Member company did not implement any training	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.	N/A	6	0

Comment: Tricorp did not implent training modules at its suppliers which required follow-up.

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: Tricorp human rights risk monitoring includes a responsible exit strategy, which is communicated in the start of the business relationship. In 2022, Tricorp did not exit any suppliers.

Recommendation: Tricorp 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: In 2022, Tricorp did 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: 12

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.	Intermediate	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.	2	4	0

Comment: Tricorp communicates accurately about Fair Wear membership on its website. The member also uses other channels to inform customers Fair Wear membership.

Recommendation: Tricorp could develop materials about Fair Wear membership to share with retailers and (web)shops. The Fair Wear third-party resellers flyer can support in explaining Fair Wear, Fair Wear's work and the communication rules for third parties.

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: Tricorp 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: Tricorp has submitted its social report, which Fair Wear approved. Tricorp has 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: Tricorp published its social report, which includes some factory-level data and remediation results on its website. In its yearly report, Tricorp communicates its twelve Sustainable Development Goals (SDG), including sharing the audit findings and supplier list and analysis. Tricorp is member of IMVO and therefore publicly reporting on its activities in the yearly report.

The member brand does not yet publish time-bound plans for its suppliers.

Recommendation: Tricorp is recommended to include more factory-level data in its reporting and ensure suppliers consent with data sharing.

Fair Wear recommends Tricorp to publish 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.	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: Tricorp 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 relevant stakeholders or feedback from workers and 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.	Basic	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.	0	4	-2

Comment: Tricorp followed up on one of the three requirements from previous financial year. The member brand followed up on the transparency requirement (1.6 and 1.7), which has now been resolved.

Tricorp has taken initial steps on the other two requirements. However, the following requirements are repetitive and remain unresolved: 3.12 Member company determines and finances wages increases; and 3.13 Percentage of production volume where the member company pays its share of the living wage estimate.

Together, less than half requirements were addressed.

Recommendation: Tricorp is strongly recommended to address the requirements that are still outstanding.

5 Appreciation chapter

5.1 Member company publicly responded to problems/allegations raised by consumers, the media, or NGOs.: Not applicable

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.: Not applicable

Recommendations to Fair Wear

A very formal language is used in Fair Wear guidance, and it takes time to translate it into practical language for the factories.

Brand Performance Check details

Date of Brand Performance Check: **22-05-2023**

Conducted by: **Terezia Haselhoff**

Interviews with: **Mr. Gertjan van Eck, CEO**

Mr. Ruud Kuijpers, Financial director

Mrs. Monique Peeters, CSR manager

Mr. Freek Jansen, Head of Buying

Mr. Max van Domburg, Marketing department

Mr. Joey Batten, Pricing department