







Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
Geebee (Bangladesh) Ltd	Bangladesh	Woven garments	     	<p>Policy against discrimination and gender in place</p> <p>No findings regarding discrimination during audits</p>	<p>Policy against child labour in place</p> <p>No findings regarding child labour during audits</p>	<p>Policy against forced labour in place</p> <p>No findings regarding forced labour during audits</p>	<p>The factory is not unionized, however there is a worker committee and representative in place.</p> <p>Fair Wear's complaint helpline in place</p>	<p>No living wage is yet provided for all employees</p>	<p>Under monitoring by Bangladesh Accord regarding fire, electrical and building safety</p> <p>Social audit conducted</p> <p>ISO 45001 certified for a safe and healthy working environment.</p>	<p>GRS certified</p>	<p>ISO 14001 certified (environmental management system)</p> <p>Schijvens RSL/MRSL in place</p>	<p>No animal-unfriendly materials are used for our productions</p>	<p>No excessive overtime is done on a regular basis. However employees are working overtime hours daily up to two hours maximum.</p>
Three Star Embroidery Fashion	Bangladesh	Embroidery	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens RSL/MRSL in place	N.I.S.P.Y	N.I.S.P.Y
Five Stars Accessories BD Ltd.	Bangladesh	Printing	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens RSL/MRSL in place	N.I.S.P.Y	N.I.S.P.Y

Primary risk  
 URGENT remediation in process  
 Remediation in process  
 Low risk  
 N.I.S.P.Y. risk in Schijvens programme: yes

	Timeline	Stakeholder	
ending workshope	From 2019	Fair Wear Foundation	because of big workforce high risk
Iran dyshouses	From 2020	Novatus	to start on audits and remediation
	From 2022	to be decided	N.I.S.P.Y
Iran main yarn suppliers	From 2021	to be decided	N.I.S.P.Y
Iran weavers/shedders	From 2024	to be decided	N.I.S.P.Y
Iran printing	From 2026	to be decided	N.I.S.P.Y
Iran embroidery	From 2026	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
E. Mirogljo EAD	Bulgaria	Spinner, dyehouse	   OEKO-TEX® STEP	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Sustainable alternatives are mainly used for productions	Oeko-Tex STEP certified Schijvens RSL/MRSL not yet in place	Wool is converted to 50% recycled cotton, 25% recycled polyester and 25% lyocell	N.I.S.P.Y

Priority risk
URGENT remediation in process
Remediation in process
Low risk
N.I.S.P.Y risk in Schijvens' programme yet

	timeline	stakeholder	
working workshops	from 2010	Fair Wear Foundation	because of big workforce high risk
than dyehouses	from 2020	innovatus	first start on audits and remediation
	from 2022	to be decided	N.I.S.P.Y
than main yarn suppliers	from 2021	to be decided	N.I.S.P.Y
than weaver/spinners	from 2024	to be decided	N.I.S.P.Y
than printing	from 2026	to be decided	N.I.S.P.Y
than embroidery	from 2026	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
Nantong Zhushui Clothing Co. Ltd.	China	Ha'an Tianlong Print and Embroidery Co. Ltd.		Policy against discrimination and gender in place No findings regarding discrimination during audits	policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	Factory is not unionized, however worker representation is in place. Fair Wear's complaint helpline in place Participation in Fair Wear's Workplace Education Programme on labour rights and complaint mechanism	Piece rate prices are increased as of May 2021. Factory implemented time recording system to get better insight in the working hours, that will be reviewed during follow-up audit.	Follow-up audit is scheduled for 2022-2023.	Recycled/organic yarns are used for productions	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	High risk in China in general and also at this facility, overtime hours are reviewed during follow-up audit in 2022-2023.
Foshan Ka Chun Garment Co. Ltd.	China	Woven and knitted garments		Policy against discrimination and gender in place No findings regarding discrimination during audits	policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	Trade union available in the factory, however employees are not aware of the trade union and their right of freedom of association. Fair Wear's WEP training on labour rights conducted in 2020 and internal follow-up training required. Fair Wear's complaint helpline in place Participation in Fair Wear's Workplace Education Programme on labour rights and complaint mechanism	Facility not yet enrolled in Schijvens living wage programme, however there is a minimal living wage gap However as not all overtime hours were properly recorded, the audit team cannot fully verify the situation on wages, remediation in process and follow-up audit must be scheduled.	ISO 45001 certified for a safe and healthy working environment and social audit conducted; remediation in process.	Recycled/organic yarns are used for productions	ISO14001 certified (environmental management system) Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	High risk in China in general and also at this facility, overtime hours are reviewed during follow-up audit in 2022-2023.
Foshan City Shunde District Leliu Zhisheng Garment Manufactured Co. Ltd.	China	Printing	N/A	N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Fair Wear's complaint helpline must be in place.	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled/organic yarns are used for productions	Schijvens RSL/MRSL in place	N.I.S.P.Y	N.I.S.P.Y
Wan Xing Long Computer Embroidery Uniform Co. Ltd.	China	Embroidery	N/A	N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Fair Wear's complaint helpline must be in place.	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled/organic yarns are used for productions	Schijvens RSL/MRSL in place	N.I.S.P.Y	N.I.S.P.Y
Ha'an Tianlong Print and Embroidery Co. Ltd.	China	Embroidery, printing	N/A	N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Fair Wear's complaint helpline must be in place.	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled/organic yarns are used for productions	Schijvens RSL/MRSL in place	N.I.S.P.Y	N.I.S.P.Y
Zaib Apparel Industries Pvt. Ltd.	China	Weaver		N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled/organic yarns are used for productions	Oeko-Tex 100 certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
M.N. Embroidery Pvt. Ltd.	China	Weaver	N/A	N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled/organic yarns are used for productions	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Asian Enterprises Pvt. Ltd.	China	Dyehouse		N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	OCS 100 certified OCS Blended certified	ISO14001 certified (environmental management system) Oeko-Tex 100 certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Artistic Embroidery Pvt. Ltd.	China	Dyehouse	N/A	N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled yarns are used for productions	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
S.B. Knitting Pvt. Ltd.	China	Spinner	N/A	N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled/organic yarns are used for productions	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
J-TEX Pvt. Ltd.	China	Weaver	N/A	N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled/organic yarns are used for productions	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y

Priority risk  
 URGENT remediation in process  
 Remediation in progress  
 Low risk  
 N.I.S.P.Y (not in Schijvens' programme yet)

	Timeline	Risk holder	
knitting workshops	From 2020	Fair Wear Foundation	because of big work for high risk
knitting dyehouses	From 2020	renovatus	first start on audit and remediation
knitting main yarn suppliers	From 2022	to be decided	N.I.S.P.Y
knitting weavers/knitters	From 2023	to be decided	N.I.S.P.Y
knitting printing	From 2024	to be decided	N.I.S.P.Y
knitting embroidery	From 2026	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
Sichuan Yilong Dyeing & Printing Co. Ltd.	China	Weaver, spinner, dyehouse		N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled/organic yarns are used for productions	ISO14001 certified (environmental management system) Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Sinopec Yizheng Chemical Fiber Co. Ltd.	China	Spinner, raw material processing	N/A	N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled/organic yarns are used for productions	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Singtex Industrial Co. Ltd.	China	Knitter		N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	S.Cafe fabrics GRS certified	Oeko-Tex 100 certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Lu Feng Co. Ltd.	China	Weaver, Spinner, Dyehouse, raw material processing		N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	BCI certified GRS certified OCS 100 certified OCS Blended certified	Oeko-Tex 100 certified GOTS certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Rivertex Suzhou Technical Fabrics Ltd.	China	Weaver, Spinner, Dyehouse, raw material processing		N.I.S.P.Y	N.I.S.P.Y	Statement sent out by Schijvens that forced labour is not acceptable and policy and Schijvens' complaint helpline must be in place.	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	GRS Certified	GRS Certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y




Priority risk  
URGENT remediation in process  
Remediation in process  
Low risk  
N.I.S.P.Y final in Schijvens' programme yet

	Timeline	stakeholder	
sewing workshops	From 2019	Fair Wear Foundation	because of big workforce high risk
Raw dyehouses	From 2020	renovatus	first start on audits and remediation
	From 2022	to be decided	N.I.S.P.Y
Raw main yarn suppliers	From 2021	to be decided	N.I.S.P.Y
Raw weavers/knitters	From 2024	to be decided	N.I.S.P.Y
Raw printing	From 2026	to be decided	N.I.S.P.Y
Raw embroidery	From 2026	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
Nature Grace International Pvt. Ltd.	India	Woven garments		Policy against discrimination and gender in place No findings regarding discrimination during audits Participation in advanced discrimination & harassment programme through Fair Wear	Policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	Factory is not unionized, however there is a worker committee (enterprise committee) available Fair Wear's complaint helpline in place Participation in Fair Wear's Workplace Education Programme on labour rights and complaint mechanism	Living wage project running	Social audit conducted: remediation in process	Recycled and organic yarns are used for productions	ISO 14001 certified (environmental management system) Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	Attendance/ Time records shall be maintained, as they could not be verified during audit due to a technical problem with the attendance system and will be verified during follow-up audit.
Signa Creations	India	Embroidery	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens RSL/MRSL in place	N.I.S.P.Y	N.I.S.P.Y
Vardhman Textiles Ltd.	India	Weaver, spinner, dyehouse		N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled and organic yarns used for productions GRS certified OCS 100 certified OCS Blended certified	Oeko-Tex 100 certified GGTS certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Reliance Industries Ltd.	India	Raw material processing	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled and organic yarns are used for productions	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
GBTL Co. Ltd.	India	Weaver, spinner, dyehouse		N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	Social audit conducted ISO 45001 certified for a safe and healthy working environment	Recycled yarns are used for productions.	ISO 5001 (energy management system) ISO 14001 certified (environmental management system) Oeko-Tex 100 certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Shree Mangayarkarasi Mills (P) Ltd.	India	Weaver, spinner, dyehouse		N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled and organic yarns are used for productions	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y

Priority risk
URGENT remediation in process
Remediation in process
Low risk
N.I.S.P.Y risk in Schijvens' programme yet

	Timeline	stakeholder	
Lowering workshops than dyehouses	From 2016 to 2020	Fair Wear Foundation	because of big workforce high risk
	From 2020	remediation	to start on audits and remediation
	From 2022	to be decided	N.I.S.P.Y
to an main yarn suppliers	From 2021	to be decided	N.I.S.P.Y
to an weavers/writers	From 2024	to be decided	N.I.S.P.Y
to an printing	From 2026	to be decided	N.I.S.P.Y
to an embroidery	From 2026	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
Pt. Lucky Print Abadi	Indonesia	Weaver, spinner, dyehouse, raw material processing	  	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	BCI certified GRS certified OCS 100 certified OCS Blended certified	Deko-Tex 100 certified GOTS certified	No animal-unfriendly materials are used for our productions	N.I.S.P.Y





Priority risk
URGENT remediation in process
Remediation in process
Low risk
N.I.S.P.Y (not in Schijvens programme yet)

	timeline	stakeholder	
sewing workshops	from 2010	Fast Wear Foundation	because of big workforce high risk
Shin dyehouses	from 2009	Amalaka	first start on audits and remediation
	from 2012	to be decided	N.I.S.P.Y
Shin main yarn suppliers	from 2001	to be decided	N.I.S.P.Y
Shin weaver/finishers	from 2004	to be decided	N.I.S.P.Y
Shin printing	from 2005	to be decided	N.I.S.P.Y
Shin embroidery	from 2006	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
THA SA	Morocco	Flat knit garments		Policy against discrimination and gender in place No findings regarding discrimination during audits	Policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	Factory is not unionized, however there is a worker committee and representative in place. Fair Wear's complaint helpline in place	No living wage is yet provided for all employees	Social audit conducted: no outstanding corrective actions regarding health and safety	Sustainable yarns are used for productions	Schijvens RSL/MRSL in place	Wool is converted to 50% recycled cotton, 25% recycled polyester and 25% lycocel	No excessive overtime was observed during audit, there is only a difference in knitting section (48 hours of overtime weekly) and for other departments 44. The weekly working hours should be 44 hours for all functions.
Mek Decor	Morocco	Embroidery	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens RSL/MRSL in place	N.I.S.P.Y	N.I.S.P.Y

Priority risk
URGENT remediation in process
Remediation in process
Low risk
N.I.S.P.Y. risk in Schijvens programme yet








	timeline	stakeholder	
working workshops	from 2016	Fair Wear Foundation	because of big workforce high risk
than dyehouses	from 2020	innovatus	to start on audits and remediation
	from 2022	to be decided	N.I.S.P.Y
than main yarn suppliers	from 2021	to be decided	N.I.S.P.Y
than weaver/knitters	from 2024	to be decided	N.I.S.P.Y
than printing	from 2026	to be decided	N.I.S.P.Y
than embroidery	from 2026	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
MYM Knitwear Pvt. Ltd. Manufacturers Exporters of Knitted Garments	Pakistan	Knitted garments		Policy against discrimination and gender in place No findings regarding discrimination during audits Participation in advanced programme on discrimination & anti-harassment through Innovatus	Policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	There is no registered union in the factory. Worker committee (Joint Worker Management Council) is available Fair Wear's complaint helpline in place Participation in Workplace Education Programme on labour rights and complaint mechanism through Innovatus	Target living wage implemented in 2019 and currently reviewed. Convert new employees in new building to permanent contract including living wage by 2022.	Social audit conducted. Fire safety improvements will be finalized by June 2021	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	As per time records, overtime hours are within legal limits, and employees are receiving overtime premium over the target living wage
Lucky Textile Mills Pvt. Ltd.	Pakistan	Woven garments		Policy against discrimination and gender in place No findings regarding discrimination during audits	Policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	There is no trade union available in the factory Worker committee available Fair Wear's complaint helpline in place Participation in Workplace Education Programme on labour rights and complaint mechanism through Innovatus	Factory will be enrolled in Schijvens living wage programme in 2022-2023	Social audits conducted; no outstanding corrective actions regarding health and safety WRAP certified	Recycled circular yarns are used, as well as sustainable recycled and organic yarns. GRS certified OCD 100 certified OCS blended	ISO 14001 certified (environmental management system) GOTS certified Oeko-Tex 100 certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	No excessive overtime was observed during audit and overtime premium is paid correctly.
Amna Ashraf Apparel Pvt. Ltd.	Pakistan	Knitted garments		Policy against discrimination and gender in place No findings regarding discrimination during audits	High risk child labour, because <b>two juvenile employees were found</b> in the factory during audit in 2020. Training on prevention of child labour conducted in 2020 including setting up a sufficient age verification system for temporarily employees and providing safe working environment and follow rules strictly for younger workers.	Policy against forced labour in place No findings regarding forced labour during audits	There is no trade union available in the factory Worker committee (Joint Worker Management Council) available Fair Wear's complaint helpline in place	Facility not yet enrolled in Schijvens living wage programme, however there is a minimal living wage gap	Social audit conducted: Outstanding critical corrective actions regarding fire safety are implemented Training regarding Code of Labour Practices and Health and Safety will be scheduled in 2020 WRAP certified	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	Attendance records available for all factory employees. During follow-up audit. No excessive overtime was observed, however this will be verified during next audit.
A.L. Garments Pvt. Ltd.	Pakistan	Knitted garments		Policy against discrimination and gender in place No findings regarding discrimination during audits	High risk child labour, <b>14 year old worker detected</b> during audit in 2020. Training on prevention of child labour conducted in 2020, including setting up a sufficient age verification system for temporarily employees and providing safe working environment and follow rules strictly for younger workers. The minor worker participated in an education and trainee programme until the age of 16 under the supervision of a local NGO (SPARC).	Policy against forced labour in place No findings regarding forced labour during audits	There is no trade union available in the factory Worker committee (Joint Worker Management Council) available Fair Wear's complaint helpline in place	Facility not yet enrolled in Schijvens living wage programme, however there is a minimal living wage gap	Social audit conducted: Outstanding critical corrective actions regarding fire safety are implemented. Training regarding Code of Labour Practices and Health and Safety conducted in 2020.	Recycled circular yarns are used, as well as sustainable recycled and organic yarns. GRS certified	Oeko-Tex 100 certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	Attendance records available for all factory employees. During follow-up audit. No excessive overtime was observed, however this will be verified during next audit.
Al-Nasir Garments Pvt. Ltd.	Pakistan	Embroidery, printing	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Zaib Apparel Industries Pvt. Ltd.	Pakistan	Embroidery	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
M.N. Embroidery Pvt. Ltd.	Pakistan	Embroidery	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Asian Enterprises Pvt. Ltd.	Pakistan	Embroidery	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Artistic Embroidery Pvt. Ltd.	Pakistan	Embroidery	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
S.B. Knitting Pvt. Ltd.	Pakistan	Knitter	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y

Priority risk	
Medium remediation in process	
Remediation in process	
Low risk	
N.I.S.P.Y. risk in Schijvens programme yes	

	Timeline	Stakeholder	
Meeting workshops	From 2019	Fair Wear Foundation	Inclusive of the work for a high risk
Meeting workshops	From 2020	Innovatus	Get start on audits and remediation
	From 2022	to be decided	N.I.S.P.Y
Run main yarn suppliers	From 2021	to be decided	N.I.S.P.Y
Run reverse checkers	From 2024	to be decided	N.I.S.P.Y
Run printing	From 2026	to be decided	N.I.S.P.Y
Run embroidery	From 2026	to be decided	N.I.S.P.Y



Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
J-TEX Pvt. Ltd	Pakistan	Knitter	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Gul Ahmed Textile Mills Pvt. Ltd.	Pakistan	Weaver, dyehouse	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Rayan Knitting Pvt. Ltd.	Pakistan	Knitter	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Al-Ghani Export Pvt. Ltd.	Pakistan	Knitter	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Shafi Textile Pvt. Ltd.	Pakistan	Weaver, dyehouse	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
JB Industries Pvt. Ltd.	Pakistan	Dyehouse	 	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	WRAP certified	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	GOTS certified Schijvens RSL/MRSL not yet in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Humera Industries Pvt. Ltd.	Pakistan	Dyehouse	 	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	Social audit conducted	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Oeko-Tex 100 certified GOTS certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Al-Abbas Fabrics Pvt. Ltd.	Pakistan	Dyehouse	 	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	Environmental audit is scheduled by Innovatus	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Environmental audit is scheduled by Innovatus Oeko-Tex 100 certified GOTS certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Quality Dyeing & Finishing (Pvt) Ltd.	Pakistan	Dyehouse		N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	Environmental audit conducted by Innovatus; critical issues found and remediation in process.	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Environmental audit conducted by Innovatus; critical issues found and remediation in process Schijvens RSL/MRSL must be implemented	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Premium Textile Mills Pvt. Ltd.	Pakistan	Spinner	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL not yet in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Metco Textile Pvt. Ltd.	Pakistan	Spinner	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL not yet in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Gadon Textile Mills Pvt. Ltd.	Pakistan	Spinner	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL not yet in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Huznan Textile Mills Pvt. Ltd.	Pakistan	Spinner, raw material processing	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL not yet in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Ellicot Spinning Mills Pvt. Ltd.	Pakistan	Spinner, raw material processing	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL not yet in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y












Priority risk
URGENT remediation in process
Remediation in process
Low risk
N.I.S.P.Y (not in Schijvens' programme yet)

	timeline	stakeholder	
weaving workshops	from 2018	Far Wear Foundation	because of big work for a high risk
raw dyehouses	from 2020	Innovatus	they start on audits and remediation
	from 2022	to be decided	N.I.S.P.Y
raw main yarn suppliers	from 2021	to be decided	N.I.S.P.Y
raw weavers/knitters	from 2024	to be decided	N.I.S.P.Y
raw printing	from 2026	to be decided	N.I.S.P.Y
raw embroidery	from 2026	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
Asia Textiles Co. Ltd.	Thailand	Weaver, spinner, dyehouse, raw material processing	     	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	BCI certified GRS certified OCS 100 certified OCS Blended certified	Oeko-Tex 100 certified GOTS certified	No animal-unfriendly materials are used for our productions	N.I.S.P.Y

Priority risk
URGENT remediation in process
Remediation in process
Low risk
N.I.S.P.Y (not in Schijvens programme yet)

	timeline	stakeholder	
sewing workshops	from 2010	Fair Wear Foundation	because of big workforce high risk
Shan dyehouses	from 2009	interviews	first start on audits and remediation
	from 2012	to be decided	N.I.S.P.Y
Shan main yarn suppliers	from 2001	to be decided	N.I.S.P.Y
Shan weaver/finishers	from 2004	to be decided	N.I.S.P.Y
Shan printing	from 2005	to be decided	N.I.S.P.Y
Shan embroidery	from 2006	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
United Fashion Service Sentetik Turkia	Turkey	Woven and knitted garments		Policy against discrimination and gender in place No findings regarding discrimination during audits Fair Fashion programme on improving due diligence, wages, and equality for women in the Turkish garment sector	Policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	No possibilities for a trade union in the free trade zone Worker representation is in place Fair Wear's complaint helpline in place Participation in Fair Wear's advanced programme on factory dialogue Participation in Workplace Education Programme on labour rights and complaint mechanism through Innovatus.	Target living wage implemented in 2017 and reviewed and increased annually	ISO 45001 certified for a safe and healthy working environment Health and safety audits and training from Government Social audit conducted: remediation regarding minor health and safety corrective actions implemented.	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	ISO14001 certified (environmental management system) Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	Policy on overtime, only for excessions overtime can be done
Baskent Konfeksiyon Sanayi ve Ticaret LİM Şİ	Turkey	Woven garments		Policy against discrimination and gender in place No findings regarding discrimination during audits Fair Fashion programme on improving due diligence, wages, and equality for women in the Turkish garment sector	Policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	No possibilities for a trade union in the free trade zone Worker representation is in place Fair Wear's complaint helpline in place	Although Schijvens covers a target living wage in their prices, the increased wages are not yet provided for all employees, there is a small living wage gap. Social benefits are paid under the table, which is a common issue in Turkey	Social audit conducted: no outstanding corrective actions regarding health and safety	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	Overtime take place, but no excessive overtime was observed during the audit. Working hours for young workers are eliminated.
Zilekce Tekstil Sanayi ve Ticaret LİM Şİ	Turkey	Knitted garments		Policy against discrimination and gender in place No findings regarding discrimination during audits Fair Fashion programme on improving due diligence	Labour conditions and policies for juvenile workers have been adjusted	Policy against forced labour in place No findings regarding forced labour during audits	No possibilities for a trade union in the free trade zone Worker representation is not in place, remediation in process Fair Wear's complaint helpline in place	Although Schijvens covers a target living wage in their prices, the increased wages are not yet provided for all employees, there is a small living wage gap. Social benefits are paid under the table, which is a common issue in Turkey	Social audit conducted: remediation in process	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	The working hours of one juvenile worker exceeding limits: remediation in process Excessive overtime found in peak periods: remediation in process.
Sarar Clothing Textile Industry and Trade Inc.	Turkey	Woven garments		Policy against discrimination and gender in place No findings regarding discrimination during audits Fair Fashion programme on improving due diligence	Policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	No possibilities for a trade union in the free trade zone Worker representation is in place Fair Wear's complaint helpline in place	Although Schijvens covers a target living wage in their prices, the increased wages are not yet provided for all employees, there is a small living wage gap. Social benefits are paid under the table, which is a common issue in Turkey	Social audit conducted: remediation in process	Recycled circular yarns are used, as well as sustainable recycled and organic yarns.	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	Overtime take place, but no excessive overtime was observed during the audit.
Rayon Tekstil Sanayi ve Ticaret LİM Şİ	Turkey	Dyehouse		N.L.S.P.Y	N.L.S.P.Y	N.L.S.P.Y	Schijvens' complaint helpline in place	N.L.S.P.Y	ISO 45001 certified for a safe and healthy working environment	GRS certified	ISO14001 certified (environmental management system) Oeko-Tex 100 certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.L.S.P.Y
Arkan Mensucat	Turkey	Dyehouse		N.L.S.P.Y	N.L.S.P.Y	N.L.S.P.Y	Schijvens' complaint helpline in place	N.L.S.P.Y	ISO 45001 certified for a safe and healthy working environment	GRS certified	ISO5001 (energy management system) GOTS certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.L.S.P.Y
Cabaşın Tekstil Ve Boya A.Ş.	Turkey	Dyehouse		N.L.S.P.Y	N.L.S.P.Y	N.L.S.P.Y	Schijvens' complaint helpline in place	N.L.S.P.Y	Environmental audit scheduled for mid-2021	N/A	Environmental audit scheduled for mid-2021 Oeko-Tex 100 certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.L.S.P.Y
Çiğdem Dokuma San. Ve Tic. LİM Şİ	Turkey	Wooler		N.L.S.P.Y	N.L.S.P.Y	N.L.S.P.Y	Schijvens' complaint helpline in place	N.L.S.P.Y	N.L.S.P.Y	GRS certified OCS 100 certified OCS Blended certified	GOTS certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.L.S.P.Y
Sama Recycle Elyaf Ve İplik San. A.Ş. (Gaziantep)	Turkey	Spinner		N.L.S.P.Y	N.L.S.P.Y	N.L.S.P.Y	Schijvens' complaint helpline in place	N.L.S.P.Y	ISO 45001 certified for a safe and healthy working environment	GRS certified OCS 100 certified OCS Blended certified	GOTS certified Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.L.S.P.Y
Sama Recycle Elyaf Ve İplik San. A.Ş. (Gaziantep)	Turkey	Raw material processing		N.L.S.P.Y	N.L.S.P.Y	N.L.S.P.Y	Schijvens' complaint helpline in place	N.L.S.P.Y	ISO 45001 certified for a safe and healthy working environment	PET Bottles are processed GRS certified OCS 100 certified OCS Blended certified	ISO14001 certified (environmental management system) Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.L.S.P.Y
Sama Recycle Elyaf Ve İplik San. A.Ş. (Düzce)	Turkey	Raw material processing		N.L.S.P.Y	N.L.S.P.Y	N.L.S.P.Y	Schijvens' complaint helpline in place	N.L.S.P.Y	ISO 45001 certified for a safe and healthy working environment	Old worn clothing are processed GRS certified OCS 100 certified OCS Blended certified	ISO14001 certified (environmental management system) Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.L.S.P.Y

Priority risk	
Remediation in process	
Remediation in process	
Low risk	
Not in scope Schijvens programme yet	

Issue	Timeline	Stakeholder
Worn workshirts	From 2021	Earl Weer Foundation
Worn dyehouses	From 2020	Innovatus
Worn jeans suppliers	From 2022	Not decided
Worn workshirts	From 2021	Not decided
Worn jeans	From 2022	Not decided
Worn workshirts	From 2021	Not decided
Worn workshirts	From 2021	Not decided
Worn workshirts	From 2021	Not decided
Worn workshirts	From 2021	Not decided
Worn workshirts	From 2021	Not decided



Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
Ultra creative lds	Portugal	Woven garments		Policy against discrimination and gender in place No findings regarding discrimination during audits	Policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	Factory is not unionized, however there is a worker representative available Fair Wear's complaint helpline in place	No living wage is yet provided for all employees	No audits conducted because Portugal is a low risk country and only a small part of Schijvens production takes place in this facility. Fair Wear's Health and safety checklist is conducted during visits	Productions are running with Bio Cotton	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	No audits have been conducted, overtime is a low risk in Portugal. Additional wage records are reviewed and overtime hours are exceptional.
Ultra Estampa Lds	Portugal	Printing	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Fair Wear's complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Productions are running with Bio Cotton	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y
Rifer Industria Textil SA	Portugal	Weaver, dyehouse	N/A	N.I.S.P.Y	N.I.S.P.Y	N.I.S.P.Y	Schijvens' complaint helpline in place	N.I.S.P.Y	N.I.S.P.Y	Productions are running with Bio Cotton	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	N.I.S.P.Y

Priority risk
Medium remediation in process
Remediation in process
Low risk
N.I.S.P.Y. risk in Schijvens programme yes

	timeline	stakeholder	
sewing workshops	from 2010	Fair Wear Foundation	because of big workforce high risk
than dyehouses	from 2010	invoivos	Focus on audits and remediation
than yarn suppliers	from 2021	to be decided	N.I.S.P.Y
than weavers/dyers	from 2024	to be decided	N.I.S.P.Y
than printing	from 2026	to be decided	N.I.S.P.Y
than embroidery	from 2026	to be decided	N.I.S.P.Y

Name production location	Country production location	Product (category)	Certifications/audits	1. Discrimination & Gender	2. Child Labour	3. Forced Labour	4. Freedom of association and the right to collective bargaining	5. Living Wage	6. Health & Safety	7. Raw Materials	8. Water pollution and use of chemicals, water and energy	9. Animal Welfare	10. Overtime
Geebee Garments (FZE) Sharjah	United Arab Emirates	Costumes		Policy against discrimination and gender in place No findings regarding discrimination during audits	Policy against child labour in place No findings regarding child labour during audits	Policy against forced labour in place No findings regarding forced labour during audits	Fair Wear's complaint helpline in place No unions or worker committee allowed in UAE, there is a worker representative assigned	No living wage is yet provided for all employees	Social audit conducted- no outstanding corrective actions regarding health and safety	Collections must be converted to sustainable alternatives	Schijvens RSL/MRSL in place	No animal-unfriendly materials are used for our productions	Facility has restricted normal working hours to 8 hours per day and 48 hours per week. Further the facility performed 2 hours overtime per week.

Priority risk
URGENT remediation in process
Remediation in process
Low risk
NISPP find in Schijvens programme yet

	Timeline	stakeholder	
sewing workshops	from 2010	Fair Wear Foundation	because of big work for a high risk
than dyestuffs	from 2010	introduced	due to strict audits and remediation
	from 2022	to be decided	NISPP
than main yarn suppliers	from 2021	to be decided	NISPP
than weavers/trimmers	from 2024	to be decided	NISPP
than printing	from 2024	to be decided	NISPP
than embroidery	from 2026	to be decided	NISPP