



Brand Performance Check

Tailor and Stitch

This report covers the evaluation period 01-01-2023 to 31-12-2023

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: 164

Possible score: 192

Benchmarking Score: 85

Performance Benchmarking Category: Leader



Foundational system's criteria

100%



Sourcing strategy

82%



Identifying continuous human rights risks

87%



Responsible purchasing practices

85%



Quality and coherence of prevention and remediation system

73%



Improvement and prevention

90%



Communication, transparency and evaluation

91%

Summary:

Tailor and Stitch has shown advanced results on performance indicators and has made exceptional progress. With a total benchmarking score of 85, the member is placed in the Leader category.

In 2023, Tailor and Stitch adjusted its sourcing strategy to explicitly focus on increasing influence through consolidation. It exited three tail-end suppliers where it was unable to improve workers' rights. Its focus has now shifted to its main suppliers in India, where its local presence enables it to mitigate risks and foster long-term business relationships.

Tailor and Stitch has developed a comprehensive approach to assessing human rights risks in its supply chain. Their scoping exercise includes all OECD risk factors, such as country, product, sourcing, and business model risks. For each supplier, they have assessed the likelihood and severity of specific risks under each labour standard. Additionally, they conducted a root cause analysis for risks related to freedom of association, living wages, overtime, and gender issues. Fair Wear recommends that the brand demonstrate more clearly how they incorporate findings from monitoring tools into their risk assessment.

Following their risk assessment, Tailor and Stitch have begun developing and implementing preventive and mitigative actions with their main suppliers. Fair Wear advises the brand to make these action plans more coherent and time-bound.

Tailor and Stitch's advanced collaborative production planning is remarkable. The brand engages with its suppliers during the early stages of production to proactively identify and resolve potential delays, thereby mitigating the risk of overtime. Furthermore, Tailor and Stitch were able to show that they support the payment of a living wage for 90% of their FOB.

In 2023, Fair Wear implemented a new performance check methodology aligned with the OECD guidelines on HRDD. This new methodology raises the bar and includes some new indicators, which may result in a lower score for member brands. Because of this transition, Fair Wear temporarily lowered the scoring threshold.

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 Tailor and Stitch

Member company information

Member since: [1 Jan 2013](#)

Product types: [Garments, clothing, fashion apparel and Workwear](#)

Percentage of turnover of external brands resold [0%](#)

FLA Member [No](#)

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
India	4	93.34%
Portugal	1	5.74%
Pakistan	1	0.92%

Layer 1 Foundational system's criteria

Possible Points: 8

Earned Points: 8

1.1 Member company has a publicly shared Human Rights Due Diligence policy that has been adopted by top management.: [Yes](#)

Comment: [Tailor and Stitch has a Human Rights Due Diligence policy that outlines its commitment to HRDD and responsible purchasing practices.](#)

[Tailor and Stitch has published its Human Rights Due Diligence policy on their public website.](#)

1.2 All member company staff are made aware of Fair Wear's membership requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: [Yes](#)

1.3 All staff who have direct contact with suppliers are trained to support the implementation of Fair Wear requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: [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: Tailor and Stitch discloses 100% of production locations internally through Fair Wear's information management system.

1.7 Member company discloses externally on Fair Wear's transparency portal, in line with Fair Wear's Transparency Policy.: Yes

Comment: Tailor and Stitch discloses 100% of production locations externally on Fair Wear's transparency portal.

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

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

Possible Points: 78

Earned Points: 66

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: Tailor and Stitch has 6 active suppliers. 89.14% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. 10.86% of the production volume comes from suppliers where Tailor and Stitch buys less than 2% of its total FOB.

Tailor and Stitch does not has a sourcing strategy addressing influencing labour conditions. The member's sourcing strategy explicitly focuses on increasing influence through consolidation and increasing leverage in known suppliers.

The member is consolidating supplier base by exiting tail-end suppliers. In 2023, Tailor and Stitch stopped production in 3 tail-end factories. Including their factory in China, Pakistan and on tail-end suppliers in India. Their sourcing strategy now primarily focuses on India as part of their team is located there. This allows them to better gather all necessary information for making informed sourcing decisions. In 2023, Tailor and Stitch began searching for a new factory in India but has not yet onboarded one.

Tailor and Stitch cooperates with other brands, yet they have not formalised cooperation with other buyers in their sourcing strategy.

Recommendation: Tailor and Stitch could include in its sourcing strategy a plan to increase influence on suppliers by cooperating with other buyers.

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

Comment: Tailor and Stitch has a sourcing strategy that focuses on maintaining long-term relationships.

80% of the member's total FOB volume comes from suppliers with whom Tailor and Stitch has a business relationship for at least five years.

In 2023, Tailor and Stitch added a long-term relationship clause to its contracts which are signed by almost all suppliers. These contracts do not specify the specific timeframe to which the member commits.

The use of long-term contracts are not mentioned in Tailor and Stitch sourcing strategy.

Recommendation: Tailor and Stitch is advised to embed long-term contracts in its sourcing strategy and include a timeframe in their contracts.

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.	Advanced	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.	6	6	-2

Comment: Tailor and Stitch conducts an extensive risk scoping. They collect information on all OECD risk factors, including country, sector, product, sourcing, and business model risks.

Risk scoping also includes a gender lens, which identifies risks related to gender for all the risk factors and labour standards.

Input from stakeholders, including workers and suppliers, is included in their risk scoping by incorporating results from worker questionnaires, factory visits, conversations with factory management, and on-site assessments.

Tailor and Stitch's sourcing strategy also privileges countries where workers can freely form or join a trade union and/or bargain collectively.

Tailor and Stitch incorporates the outcomes of risk scoping into their sourcing strategy decisions. They decided to stop producing in China due to the high risks identified for freedom of association and social dialogue. Similarly, their decision to cease production in Pakistan was influenced by identified risks and their limited ability to address them. The decision to focus on India is primarily based on their ability to prevent and mitigate identified risks due to their strong presence in the country.

If Tailor and Stitch plan on expanding their production in India, we recommend they include regional risks in their risk scoping.

Recommendation: Tailor and Stich could include regional risks for India in their 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 Tailor and Stitch's standard process to inform new suppliers about its HRDD policy and Fair Wear membership by sharing relevant documents and having conversations with Factory Management.

Tailor and Stitch has not added any new suppliers in the last year; however, they have started conversations with possible new suppliers. During this process, their local team, Dutch team, and CEO visited the factory and informed them about their HRDD policy and Fair Wear membership. They even organised an awareness training for the factory workers. They have also started to collect relevant information through questionnaires and asking for audit reports.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.5 Member company collects the necessary human rights information to inform sourcing decisions before finalising the first purchase order.	2nd+ year member and no new production locations selected.	Human rights due diligence processes are necessary to identify and mitigate potential human rights risks in supply chains. Specific risks per factory need to be considered as part of the decision to start cooperation and/or place purchasing orders.	Questionnaire with CoLP, reviewing and collecting existing external information, evidence of investigating operational-level grievance system, union and independent worker committee presence, collective bargaining agreements, engaging in conversations with other customers and other stakeholders, including workers.	N/A	6	0

Comment: In the previous financial year, Tailor and Stitch has not added any new suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.6 Member actively ensures awareness of the Fair Wear CoLP, the grievance mechanism, and social dialogue mechanisms within the first year of starting business.	No production locations in the first year of business.	This indicator focuses on the preliminary mitigation of risks by actively raising awareness about the Fair Wear Code of Labour Practices and complaints helpline. Discussing Fair Wear's CoLP with management and workers is a key step towards ensuring sustainable improvements in working conditions and developing social dialogue at the supplier level.	Evidence of social dialogue awareness raised through earlier training/onboarding programmes, onboarding materials, information sessions on the factory grievance system and complaints helpline, use of Fair Wear factory guide, awareness-raising videos, and the CoLP.	N/A	6	0

Comment: In the previous financial year, Tailor and Stitch has not added any new suppliers.

Indicators on Identifying continuous human rights risks

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.7 Member company has a system to continuously assess human rights risks in its production locations.	Advanced	Members are expected to regularly evaluate risk in a systematic manner. The system used to identify human rights risks determines the accuracy of the risks identified and, as such, the possibilities for mitigation and remediation.	Use of risk policies, country studies, audit reports, other sources used, how often information is updated.	6	6	0

Comment: Tailor and Stitch has a systematic approach to assessing human rights risks in its supply chain. They have assessed the likelihood and severity of specific risks under each labour standard for each production location. They also did a root cause analysis for FOA, Living wage, overtime and gender.

Tailor and Stitch has identified the right monitoring tools and frequency per country. The brand assesses human rights risks in its production locations in India through regular monitoring visits, periodic questionnaires, on-site assessments, and awareness training. In Portugal, they monitor risks through regular conversations with the factory management and periodic visits.

Through worker questionnaires, factory visits, Fair Wear onsite assessments, and awareness training provided by the brand itself, Tailor and Stitch include worker and supplier voices in its risk assessment.

Tailor and Stitch does not include sources in their risk assessment. As a result, it is unclear how the results from monitoring tools are included in the assessment and how the brands decide on the likelihood and severity of risks in their factory.

Recommendation: It is recommended that Tailor and Stitch include sources in their risk assessment and clearly show the link between monitoring results and the risks identified in their factory risk assessment.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.8 Member company's human rights due diligence process 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: Tailor and Stitch has mapped the risks to FoA in all its sourcing countries and production locations and can explain the main risks per supplier. The risks they identified in their factories is the lack of awareness with workers about the importance of formal social dialogue structures.

Tailor and Stitch use Fair Wear's Supplier Questionnaire on FoA, in-depth discussions with suppliers, awareness training, and a full assessment to ensure supplier-level monitoring of the risk of FoA violations. Tailor and Stitch could be more explicit about how the results of these monitoring tools influence their assessment of the FoA risks in their factory.

Tailor and Stitch still needs to identify the additional risk for women regarding freedom of association.

Recommendation: Tailor and Stitch should assess the risks specific to women workers in its risk assessment regarding FoA at its suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.9 Member company includes a gender analysis throughout its human rights risk identification, to foster a better understanding of gendered implications.	Intermediate	Investing in gender equality creates a ripple effect of positive societal outcomes. Members must apply gender analyses to their supply chain to better address inequalities, violence, and harassment.	Evidence of use of the gender mapping tools and knowledge of country-specific fact sheets.	4	6	0

Comment: The member demonstrated an understanding of the basic gender risks in its sourcing countries, identifying issues such as discrimination in hiring practices and biased performance evaluations as significant risks in India. In addition, Tailor and Stitch included a gender lens in their factories' risk assessment per labour standard.

Tailor and Stitch regularly collect gender data from each factory through periodic gender questionnaires. These questionnaires are conducted in person with a random sample of 10 workers, including female and male employees. The surveys cover topics such as women's ability to file grievances and their perception of being provided with equal opportunities compared to their male workers.

Based on the questionnaire results, they analysed what gender-related issues prevailed per factory. The questionnaire results are included in the factory risk assessment. However, some significant results from the questionnaire were missing. For example, one questionnaire result shows a lack of trust in factory management to take up violence and harassment claims and the limited ability of women to use the bathrooms. However, these risks were not included in the factory risk assessment.

Furthermore, the member has not looked into how its business practices may affect gender risks at its suppliers.

Recommendation: Fair Wear recommends the member to improve the analysis of the gender data collected at country and factory levels, connect it to their risk assessment and show how the gender data translates to actions.

Fair Wear recommends the member to enrol in the learning module 'Gender risks in the garment supply chain'.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.10 Member company considers a production location's human rights performance in its purchasing decisions.	Advanced	Systematic evaluation is part of continuous human rights monitoring. A systematic approach to evaluating production location performance is necessary to integrate social compliance into normal business processes and to support good decision-making.	Supplier evaluation format, meeting notes on supplier evaluation shared with the factory, processes outlining purchasing decisions, link to responsible exit strategy.	4	4	0

Comment: Tailor and Stitch systematically evaluates supplier performance annually. The suppliers are evaluated on ten criteria, including 'human rights performance', 'Freedom to join a trade union/bargain collectively' and 'grievance mechanism'. Each criterion is scored on a scale from 0 to 4 and assigned a different weight. The final score for each supplier is calculated by combining these weighted scores. Noticeably, the human rights criteria have a lower weight than some other criteria.

The brand systematically integrates the outcome of this evaluation into its purchasing decisions. For example, a low score on their supplier evaluation resulted in the exit of 3 factories in 2023. Furthermore, they increased their orders for a factory that had a high score.

Tailor and Stitch has shared the evaluation with its suppliers and their worker representatives.

Recommendation: Fair Wear recommends that Tailor and Stitch give equal weight to human rights performance criteria as they do to other criteria in their supply evaluations.

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: Due to Tailor and Stitch's presence in the country and their close relationship with their main factories in India, they can closely monitor where their production takes place. Their local teams visit the factory weekly and check the production against its capacity. Tailor and Stitch has detailed knowledge of their factories' production capacity and is thus able to adjust their production planning accordingly. This way, they ensure that all production can be done within the facility.

In 2023, an audit revealed an instance of unauthorised subcontracting involving one of Tailor and Stitch's tail-end suppliers. The supplier had been producing in other units belonging to the same industrial complex than previously communicated to Tailor and Stitch. Tailor and Stitch followed up by sending their local team to the factory. They found that, at that moment, no garments for Tailor and Stitch were produced in the other units. Now, Tailor and Stitch have ended their production in this factory, so no further follow-up is needed.

Tailor and Stitch policies on unauthorised subcontracting are not consistent. Their HRDD policy states, 'We do not allow for any manufacturing to take place in a factory that has not gone through and been approved by our onboarding process.' The transparency clause in their contract states, 'Subcontracting is never allowed; if this happens, the collaboration will be terminated.'

Recommendation: Fair Wear recommends that Tailor & Stitch align their policy on unauthorised subcontracting through all their documents and focus on preventing 'unauthorised' subcontracting rather than prohibiting subcontracting altogether.

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: In 2023, Tailor and Stitch developed a checklist for their local team to use during visits to identify homeworkers. They also identified 'thread cutting' as a production process with a higher risk of involving homeworkers.

According to Tailor and Stitch, the risk of their suppliers using homeworkers is very low. They maintain a close relationship with their factories, which allows them to monitor production capacities accurately and regularly check for 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: Tailor and Stitch uses contracts with all its suppliers. The member has agreements in the form of contracts that stipulate terms of payment, liability and penalties. Additionally, the contracts clearly outline the shared responsibilities of CoLP implementation, and fair payment terms are part of that. For instance, contracts include a clause on human rights due diligence where brands describe their commitment to support and collaborate with suppliers to prevent, mitigate and remediate adverse impacts. Furthermore, in 2023, Tailor and Stitch added a long-term relations clause.

The contract stipulates that in case of delivery delays, Tailor and Stitch has the right to charge the supplier a discount without proof of fault being established. This places an unequal burden upon suppliers.

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

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.14 Member company has formally integrated responsible business practices and possible impacts on human rights violations in its decision-making processes.	Advanced	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.	6	6	0

Comment: Tailor and Stitch actively shares relevant CSR information with other departments.

There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices.

Sourcing and purchasing staff work with KPIs supporting good sourcing and pricing strategies. Because CSR is integrated into buying, they have shared KPIs, allowing Tailor and Stitch to decide on price and delivery time. The member brand's KPIs ensure the active interchanging of information between departments and ensure the involvement of CSR in the decision-making process regarding reasonable lead times and working towards a target wage.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.15 Member company's purchasing practices support reasonable working hours.	Advanced	Members' purchasing practices can significantly impact the levels of excessive overtime at factories.	Proof that planning systems have been shared with production locations, examples of production capacity knowledge that is integrated into planning, timely approval of samples, and proof that management oversight is in place to prevent late production changes.	6	6	0

Comment: Tailor and Stitch use an Enterprise Resource Planning (ERP) system through which the brand can have an overview of the entire production planning process. The system provides an overview of all projects and shows how the projects match the available capacities of the suppliers. This enables Tailor and Stitch to move orders around to avoid the risk of excessive overtime and delivery delays. The brand provides forecast predictions for an entire year and shares this with its suppliers. The suppliers are informed immediately via the ERP system if forecasts are adjusted.

The brand discusses the lead time for all orders with its suppliers, and they can set deadlines for the delivery of fabrics in the ERP system. The lead times are reviewed annually with the suppliers to see if deadlines are feasible. Now, the standard lead time has been increased to 22 weeks due to the situation on the Red Sea, but in general, they aim for 20 weeks. The brand only shares the lead times with the customer once the suppliers confirm the delivery date.

Tailor and Stitch has identified that delays are almost always caused by fabric delivery delays. For its main factory, the brand determined minimum stock quantities, which are stored in its Indian office. This way, the brand always has fabrics available, leading to fewer delays and reducing the risk of overtime. The brand is also considering starting with forecasting for its other factories.

Tailor and Stitch does not work with seasons but rather on an order basis. Thus, the brand has the flexibility to shift orders to low seasons and ensure a steady and stable order volume throughout the year. More than half of the orders are repeat orders, which are generally produced by the same suppliers. The order and the production details are already familiar to the suppliers and their staff, which supports reasonable working hours.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.16 Member company can demonstrate the link between its buying prices and wage levels at production locations.	Intermediate	Understanding the labour component of buying prices is an essential first step for member companies towards ensuring the payment of minimum wages - and towards the implementation of living wages.	Interviews with production staff, documents related to member's pricing policy and system, buying contracts, cost sheets including labour minutes.	4	6	0

Comment: Tailor and Stitch has a strong understanding of the wage levels at its suppliers and connects this understanding to its own buying prices.

Tailor and Stitch work with open costing for almost 80% of their FOB.

Tailor and Stitch does not pay by piece rate. They know the number of actual sewing minutes needed for most of their styles and have calculated the labour cost per product, taking into account the factory's efficiency.

The member does regular plausibility checks, connecting the information about labour costs in the price and knowledge of wage levels at the factory by checking the pay slips.

The member has yet to deepen their understanding of how their prices influence wages and working conditions. For example, Tailor and Stitch could not demonstrate to what extent their price increase allowed for a wage increase.

Recommendation: Tailor and Stitch are recommended to clearly define the link between their prices and the wages in the factory, for example, by demanding fixed (non-negotiable) labour costs in the buying conditions.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.17 All sourcing intermediaries play an active role in upholding HRDD and 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: Tailor and Stitch's sourcing model purposely excludes the use of sourcing intermediaries.

Layer 3 Prevention, mitigation and remediation

Possible Points: 92

Earned Points: 78

Indicators on the quality and coherence of a members' 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 risk prioritisation and creates subsequent action plans.	Intermediate	Based on the risk assessment outcomes, a factory risk profile can be determined with accompanying intervention strategies, including improvement and prevention programmes.	Overview of supplier base with accompanying risk profile and follow-up programmes.	4	6	0

Comment: Tailor and Stitch has prioritised risks and created action plans per supplier, counting for 100% of the total FOB. Prioritisation is partly based on the risk level but does not completely align as it also includes the brand's own priority.

Tailor and Stitch developed four types of action plans:

Risk Assessment Action Plans: These plans include general actions to prevent risks and identify whether risks have materialised in the factories. Actions are performed quarterly, and based on the outcomes, adjustments are made for the next quarter.

Root Cause Analysis Action Plans: These plans address root causes of risks related to freedom of association (FOA), gender, living wage, and working hours. They include general preventive and mitigative actions, which the team reviews every quarter to ensure they are being implemented across all suppliers.

Prevention plan HRDD and Safety: This document outlines prevention actions to be carried out by the brand for some labour standards. It also explains their annual monitoring plan.

Corrective Action Plans (CAPs): These plans focus on remediating findings from previous audits. Each action has a clear timeline and verification process.

Because there are four different action plans, the process Tailor and Stitch uses to implement these actions is unclear. It is not clear how actions are prioritised, what information is used for prioritisation, or how the company verifies whether these actions have been carried out.

Recommendation: Fair Wear recommends that Tailor and Stitch integrate the various action plans into one action plan based on their risk assessment. The action plan should include a timeline and a transparent process for implementation and verification.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Intermediate	The prevention and improvement programmes should ensure equitable outcomes. Thus, a gender lens should be incorporated in all programmes regardless of whether or not the programme is specifically about gender.	Proof of incorporation of the gender lens in follow up programmes, including stakeholder input.	4	6	0

Comment: Tailor and Stitch includes gender-specific actions in their risk assessment action plan. They also identified preventive and mitigative actions to address the root causes of gender related risks.

These actions mainly focus on increasing awareness through training and collecting more information through questionnaires.

Results from the gender questionnaire and the awareness training were included in the risks and actions in the root cause analysis. However, direct follow-up on the results from the questionnaire were not documented by tailor and stitch.

Recommendation: Fair Wear recommends Tailor and Stitch to make the gender lens in its action plans more comprehensive by creating specific actions tailored to the risks identified for each supplier

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.3 Member company's action plans include steps to encourage freedom of association and effective social dialogue.	Intermediate	Freedom of Association and Collective Bargaining are enabling rights. Therefore, ensuring they are prioritised in improvement and prevention programmes can help support improvements in all other areas.	Available prevention and improvement programmes, including stakeholder input.	4	6	0

Comment: Tailor and Stitch included steps to encourage FoA and effective social dialogue in its action plans. These steps include: collecting meeting reports from worker representatives meetings, check if worker representation is democratically elected, and spread awareness through training. The member has yet to make these steps more comprehensive and detailed.

Through questionnaire and training tailor and stitch collects information on the risks on FoA in their supplier. The results from these questionnaire and training is included in the risk assessment but the follow-up actions could be better documented.

Recommendation: Fair Wear recommends Tailor and Stitch to include more comprehensive steps on freedom of association in its action plans.

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

Comment: Tailor and Stitch actively supports and monitors the effectiveness of factory-level grievance mechanisms. They do this by asking to see the minutes from worker representative meetings, monitoring the suggestions that are put into the suggestion box, spreading awareness through internal 'awareness' training, and including an evaluation of the grievance mechanism in their annual supplier evaluation. Worker committees are involved throughout the process.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.5 Member company collaborates with other Fair Wear members or customers of the production location.	Intermediate	Cooperation between Fair Wear members increases leverage and the chances of successful outcomes. Cooperation also reduces the chances of a factory needing to conduct multiple improvement programmes about the same issue with multiple customers.	Communication between different companies.	4	6	0

Comment: Tailor and Stitch does not have shared suppliers with other Fair Wear members. The brand has yet to initiate cooperation with its suppliers' other customers.

The brand cooperates with other Fair Wear members on projects outside of the factory, such as ones on women's equality and circular collection.

Recommendation: Even though Tailor and Stitch already works together with other Fair Wear members, Fair Wear recommends to also collaborate with other customers.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	94%	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.	6	6	-2

Comment: Tailor and Stitch received two full assessment reports in the past financial year. One audit report was received at the end of the financial year, so follow-up actions will take place in the next financial year. For the other full assessment, the factory was unwilling to follow up on the Corrective Action Plan (CAP). Consequently, in agreement with the factory, Tailor and Stitch decided to terminate their business relationship.

For the identified issues from audits of previous financial years, the member could demonstrate during the brand performance check with a sample that almost all CAP issues requiring improvement actions have been followed up.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.7 Degree of progress towards implementation of prevention programme.	Intermediate 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.	4	6	-2

Comment: Tailor and Stitch has identified several root causes for issues related to living wages, working hours, gender equality, and freedom of association. They have yet to identify the root causes for other issues in their supply chain.

Tailor and Stitch has developed a prevention plan with preventive measures to be implemented in all their factories.

For example, in India, cultural biases have been identified as root causes of gender inequality. To address these, Tailor and Stitch has implemented preventive steps such as the awareness training provided by the brand in the factory.

Action plans are regularly discussed with suppliers, and preventive actions are carried out and checked every quarter.

Recommendation: Tailor and Stitch is recommended to identify the root causes for all the issues in their supply chain.

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 action plan is needed.	Intermediate	When no improvement or prevention programme is needed, Fair Wear expect its member companies to actively monitor the risk profile and continue to mitigate risks and prevent human rights abuses.	Use of Fair Wear workers awareness digital tool to promote access to remedy. Evidence of data collected, worker interviews, monitoring documentation tracking status quo.	4	6	0

Comment: The member has implemented a system to regularly address potential human rights risks with the supplier in Portugal. They include their supplier in Portugal in their risk assessment and identified living wages and overtime as a risk. They have communicated the preventive plan to the supplier and routinely request evidence of the implementation of these actions.

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

Recommendation: Tailor and Stitch is recommended to ensure worker representation is included in discussions with factory management on possible human rights risks.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Advanced	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.	6	6	0

Comment: Tailor and Stitch have conducted a thorough analysis of the root causes of excessive overtime and have formulated preventive actions. These actions primarily concentrate on collaborative production planning, which is facilitated by their Enterprise Resource Planning (ERP) system. This system ensures continuous communication between members and suppliers regarding the status of production and delivery.

Next to their collaborative production planning, Tailor and Stich regularly checks the working time registry to ensure workers are not working overtime. Additionally, workers were asked about overtime during their awareness training, which resulted in no findings.

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.	Advanced	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.	4	4	-2

Comment: Through regular checks of payslips, Tailor and Stich can verify that the workers in their factories are paid at least the minimum wage and all legally required wage elements.

In the previous year, one out of two Fair Wear audits included findings regarding non-payment of legally required wage elements. However, as the brand and the factory decided to terminate their business relationship due to the factory's unwillingness to work on human rights issues, no follow-up was possible.

In addition, one audit found that workers did not understand how wages were calculated. The initial follow-up steps were established during the brand's visit to the factory. Since this finding is from December 2023, further follow-up will be reviewed in the next brand performance check.

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.	Advanced	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.	6	6	0

Comment: Tailor and Stitch has done a comprehensive root cause analysis for issues related to the payment of a living wage. They identified price pressure from brands to factories as a root cause. Therefore, they do not focus on getting the best price. Instead, together with their team in India, they focus on having a good business relationship with the factory which means they also set prices together with the factory.

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

Comment: In 2023, in discussion with their suppliers, worker representatives and Fair Wear, Tailor and Stitch set a benchmark for living wages based on the Trade Union demand in India: 18000 INR. Tailor and Stitch pay more than 18000 INR in both their Indian factories and thus pay their share of living wage.

Currently, Tailor and Stitch are not working towards a higher living wage target.

Through their supplier contracts, Tailor and Stitch mandate an annual wage increase for their suppliers. The member's prices also increase every year. However they cannot show the link between the price increase and the wage increase.

Recommendation: Tailor and Stitch is recommended to develop and formalise a strategy for financing wage increases.

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.	89.14%	Fair Wear requires its member companies to act to ensure a living wage is paid in their production locations to each worker.	Member company's own documentation such as reports, factory documentation, evidence of Collective Bargaining Agreement (CBA) payment, communication with factories, etc.	6	6	0

Comment: Tailor and Stitch uses fact-based costing to ensure its prices support the payment of a living wage estimate at suppliers responsible for 90% of Tailor and Stitch's FOB.

In Portugal, wages are set by a sectoral CBA, and Tailor and Stitch have yet to evaluate the wages.

Recommendation: Tailor and Stitch is recommended to evaluate the wages in their Portuguese supplier

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's Access to Remedy Policy.	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, emphasizing the responsibility towards workers within their supply chain.	Overview of supporting activities, overview of grievances received and addressed, etc.	N/A	4	-2

Comment: Tailor and Stitch 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 to address the risks identified.	Intermediate	Training programmes can play an important role in improving working conditions, especially for more complex issues, such as freedom of association or gender-based violence, where factory-level transformation is needed.	Links between the risk profile and training programme, documentation from discussions with management and workers on training needs, etc.	4	6	0

Comment: Tailor and Stitch has developed its own "awareness training" program, which has been implemented at its largest supplier in India. The same training was also provided in Pakistan, as well as at a factory where they have not yet begun sourcing.

These trainings introduce the Fair Wear code of labor practices to workers, with a specific focus on gender risks, the grievance mechanism, and Freedom of Association.

Fair Wear acknowledges the brand's efforts in providing this training. However, given that the brand lacks experience in training and the sessions addressed sensitive topics such as gender and Freedom of Association, the power dynamics between the brand and the workers may have affected the training outcomes. Therefore, it is recommended that the brand arranges an onboarding training with Fair Wear for their main suppliers in India, to ensure that workers receive training from experienced professionals.

Recommendation: Tailor and Stitch is recommended to implement Fair Wear onboarding training for their main suppliers in India.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.16 Degree to which member company follows up after a training programme.	Advanced	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.	6	6	0

Comment: Tailor and Stitch followed up on all training results by discussing them with factory management. However, no labour rights issues were found during the training, so no follow-up was needed. In the questionnaires, which were conducted as part of the training, some risks related to gender were identified. The brand has not documented the follow-up on these risks.

Additionally, the member used the training results as input for its human rights due diligence by including the results in their risk assessment. For example, during the training, the member found that workers understood the subject of gender equality very well and that workers felt there was no discrimination in their factory.

Tailor and Stitch identified that especially on grievance mechanism there is a need for repeated awareness raising through training.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.17 The member company's human rights due diligence system includes a responsible exit strategy.	Advanced	Withdrawing from a non-compliant supplier should only be the last resort when no more impact can be gained from other strategies. Fair Wear members must follow the steps as laid out in the responsible exit strategy.	Exit strategy policy, examples of supplier communications.	4	4	0

Comment: Tailor and Stitch's human rights due diligence system includes a responsible exit strategy.

In the past financial year, the member stopped with three suppliers. They left their suppliers in China and Pakistan due to the limited ability to work on human rights in those countries. In India, it was a mutual decision between the factory and the brand to stop the business relationship.

The member followed the steps in the responsible exit strategy: they informed the supplier in advance, determined the social impact, determined the cost, discussed the exit with Fair Wear, and made a plan with the supplier to phase out.

With input from the suppliers, the brand determined the social impact of them leaving the factory was minimal as their leverage was very low in all three factories. Therefore, no follow-up was needed.

The member could consider including the responsible exit strategy in their supplier contract to ensure that the strategy is shared with all suppliers.

Recommendation: Tailor and Stitch could include the responsible exit strategy as part of its supplier 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: Tailor and Stitch has developed a new customer portal. This customer portal allows their customers to see all the details of the products that are being produced for them. This includes the location of the factory, the 'eco-passport' product including all certifications and they can receive updates on the production directly through the portal. This portal allows for enhanced transparency and collaboration between all stakeholders involved in the production.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 22

Earned Points: 20

Indicators related to communication

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

Comment: Tailor and Stitch communicate accurately about Fair Wear membership on its website. The member also uses other channels to inform customers and stakeholders about Fair Wear membership. Tailor and Stitch clearly displays the Fair Wear logo at trade fairs. Tailor and Stitch actively spread the Fair Wear message by including information in newsletters and product details to customers.

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: Tailor and Stitch does not sell external brands.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.3 Human rights due diligence reporting 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: Tailor and Stitch has submitted its social report, which Fair Wear approved.

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: Tailor and Stitch published its social report, which includes some factory-level data and remediation results, on its website.

Tailor and Stitch has disclosed its full factory list and described the prevention, remediation and mitigation actions they have carried out in the last financial year.

Tailor and Stitch has yet to include a time-bounded action plan in their reporting activities.

Recommendation: Tailor and Stitch is recommended to include supplier action plans that are time-bounded in their reporting activities.

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

Comment: Tailor and Stitch has a system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations. The member routinely assesses their progress by establishing goals and KPIs, monitoring factory actions and outcomes, and conducting regular evaluation meeting
The internal evaluation system involves top management.
In its evaluation system, the member includes worker and supplier feedback on their progress.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.6 Level of action/progress made on requirements from previous Brand Performance Check.	Advanced	In each Brand Performance Check report, Fair Wear may include requirements for changes to management practices. Progress on achieving these requirements is an important part of Fair Wear membership and its process approach.	Member should show documentation related to the specific requirements made in the previous Brand Performance Check.	4	4	-2

Comment: The previous performance check included 11 requirements, including:

'Tailor and Stitch needs to start scoping risks in its supply chain', 'Tailor and Stitch must include its sourcing countries with higher risks in its monitoring' and 'Tailor and Stitch is required to ensure that prioritisation in follow-up matches the factory's risk profile'.

Tailor and Stitch followed up on all requirements.

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

Tailor and Stitch recommends Fair Wear collaborate with other initiatives to ensure industry alignment and reduce audit fatigue. Furthermore, they appreciate the opportunity to have a brand performance earlier in the year, allowing them more time to implement improvements. They also hope Fair Wear will remain stable in their requirements and brand performance check framework. Lastly, they are looking for more guidance on moving their system to the Fair Wear Member hub.

Brand Performance Check details

Date of Brand Performance Check: **22-05-2024**

Conducted by: **Sanne Beukers**

Interviews with: **Annemiek van der Veen** - CSR manager

Anouk de Jong - Junior CSR manager

Lauran van der Bijl - Process controller

Bart Ebink - CEO