

## Testimonial of Fair Wear membership

Fair Wear hereby declares that

### **ALBIRO AG**

has been a member of Fair Wear since 2012

and has been awarded the Leader status in 2022

Members of Fair Wear strive to improve the working conditions of the people that make our clothes. Membership of Fair wear is open to garment companies in fashion, work wear, outdoor and promotional textiles that sign the Fair Wear Code of Labour Practices and exercise human rights due diligence.

### **The Fair Wear Code of Labour Practices**

- Freedom of association and the right to collective bargaining (ILO C87 and 98; ILO C135 and 143)
- No Forced labour (ILO C29 and 105)
- No child labour (ILO C182 and 138)
- No discrimination in employment (ILO C100 and 111)
- Legally-binding employment relationship
- Safe and healthy working conditions (ILO C155)
- No excessive working hours (ILO C1)
- Payment of a living wage (ILO C26 and 131)

Albiro AG has committed itself to respecting human rights with a focus on the implementation of the Fair Wear code in their supply chain. Fair Wear supports this process and verifies that its

members do so effectively and make sufficient progress improving working conditions in the factories.

As is the case for all Fair Wear members, should the efforts made and results achieved by Albiro AG be insufficient, membership of Fair Wear will be terminated.

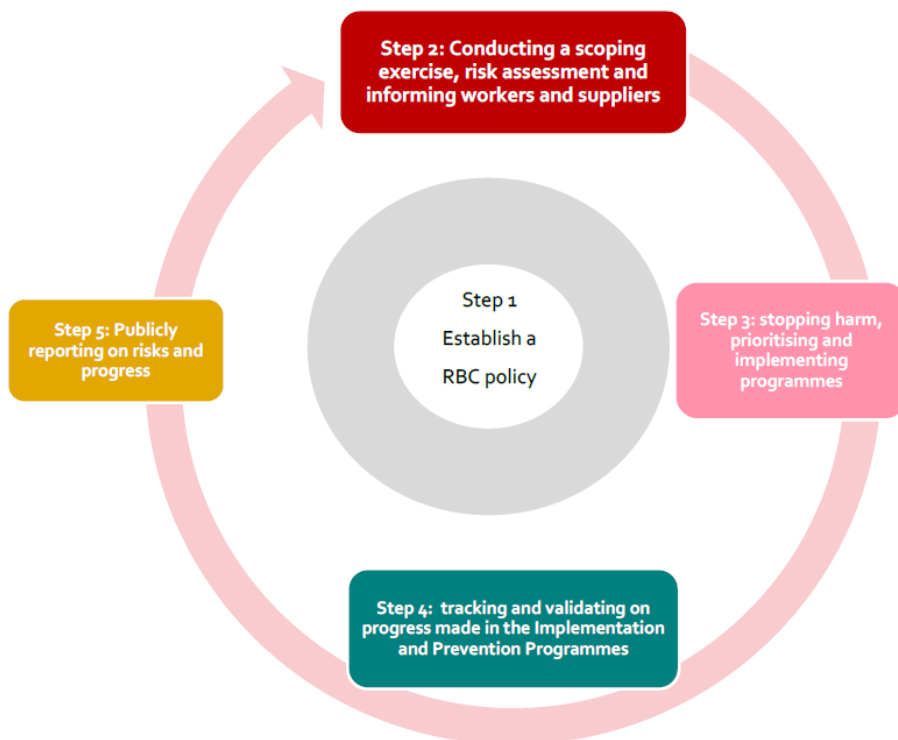
### **Responsibility of brands**

Fair Wear expects its member brands to respect human rights and have a human rights due diligence (HRDD) process in place in line with the UN Guiding Principles for business and human rights and the OECD Guidelines. Fair Wear outlines the responsibility of brands in relation to human rights due diligence, including prevention of harm to workers and improvement of working conditions where rights are at risk or violated. The implementation of this policy will be assessed throughout several requirements in Fair Wear's performance check when evaluating financial years.

Fair Wear requires its member brands to review their own practices to avoid negative impact, conduct a risk assessment, do a prioritisation, and accordingly engage in prevention and improvement in line with the OECD due diligence cycle<sup>1</sup>. This is called the risk-based supply chain improvement cycle. Members are expected to carry out the work through the below steps according to the requirements, while Fair Wear's role is to guide and support them, connect them with local stakeholders, and assess their performance.

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<sup>1</sup> The risk-based supply chain improvement cycle is based on the OECD due diligence cycle, except for a separate step 6. In the OECD due diligence cycle there is a sixth step: provide for or cooperate in remediation when appropriate. Fair Wear expects its members to provide for remediation, including working on improving labour rights, and to cooperate with other member brands and non-member brands throughout all steps, particularly step 2,3 and 4.



## Verification

Every year, Fair Wear assesses a member's results through a Brand Performance Check. For this, Fair Wear uses extensive factory audits, worker interviews, manager interviews, document inspections and visual inspections; a brand's business model is scrutinised and their purchasing practices discussed. This is supported by risk information provided by local stakeholders, such as trade unions and NGOs.

Members have to continuously prove their progress. Merely maintaining a certain level of achievement, means brands will be categorised as 'needs improvement' as all brands are expected to do better year on year. Based on the outcomes of the Brand Performance Check, member companies can receive requirements and recommendations to improve on in the financial year to come<sup>2</sup>. This enables a continuous improvement cycle on issues related to adverse impact to human rights.

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<sup>2</sup> Examples of requirements that require follow up within a year include, but are not limited to: the requirement to pay/ prove payment of legal minimum wage; the requirement to follow up on audit findings (CAPs); the requirement to comply with Fair Wear's risk policies; the requirement to inform factory management and workers about the Code of Labour Practices and complaints hotline; the requirement to follow up on complaints in accordance with Fair Wear's complaint procedure. Failure to follow up on these leads to an immediate "needs improvement" status.

**The following status has been achieved by Albiro AG**

**Leader:** This category is for member companies who are doing exceptionally well, and are operating at an advanced level. Leaders have made substantial progress in monitoring production locations and demonstrated remediation at the factory level. Leaders show best practices in complex areas such as living wages and freedom of association. They also continuously look at their internal processes and supply chain, making improvements and adjustments on a regular basis.

Find more detailed information about this brand on our website:

<https://www.fairwear.org/brands/albiro>

If you have any questions concerning the cooperation between Albiro AG and Fair Wear you can contact me by e-mail: [vanamstel@fairwear.org](mailto:vanamstel@fairwear.org) or by phone: +31 (0) 20 4084255.

Yours faithfully,

A handwritten signature in black ink, appearing to read "Mariette van Amstel". The signature is stylized and cursive.

Mariette van Amstel

Head of Membership Fair Wear Foundation