







Mandatory and recommended targets of the year 2018

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| Policy statement | <p>Sustainable new wool policy</p> <p>Target demand: Publication of a written policy for new wool, incl. positioning against mulesing</p> <p>We will check the guidelines and use it as a guideline for our I AM Brand</p>  | <p>Explanation</p> <p>We have to make a policy on this, but we don't use much wool in our products. We now have checked with our suppliers who make items for us which contain wool, asked if they can supply us with "responsible wool". We first want to see what is possible with our suppliers. Next step will be deciding what we will be implementing as a standard.</p> |
| | <p>Identification of manufactures & business partner</p> <p>Target demand: Systematic identification of all business partners and producers</p> <p>We continue to identify all of our production locations which are linked to our orders. We want to be able to link every article to a factory.</p>  | |
| Identify your own risks and impacts | <p>Assessment of relevant risks</p> <p>Target demand: Analysis of the social and environmental risks as well as the potential impacts of the overall business, and prioritisation of the most important risk fields on the basis of several instruments/sources</p> <p>We will make an assessment of our supply chain, try to identify the risks and based on that plan a CSR strategy</p>  | |
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| Anchoring and integration in the supply chain | <p>Social standards</p> <p>Capacity building regarding social standards</p> <p>Target demand: Support for producers in the implementation of social Partnership goals</p> <p>Develop a easy to comprehend guideline on CSR topics and social standards for suppliers</p>  | <p>Explanation</p> <p>I noticed that the internal knowledge was too low as well so I'm prioritising this. Training Buying and design : design to cost, guidelines buyers in sourcing, visiting a factory...</p> |
| | <p>Chemical and environmental management</p> <p>Communication of chemical guidelines</p> <p>Target demand: Communication of the following MRSL with ancillary information to 100% of producers and business partners for implementation and transmission to the supply chain:</p> <p>GOTS EU REACH regulation</p> <p>Include information on MRSL in communication to suppliers</p>  | <p>Explanation</p> <p>We have communicated our Quality Manual and restricted substances list to all our suppliers, but we want to make a kind of agreement on restricted substances with our suppliers.</p> |
| | <p>Orderly & environmentally responsible housekeeping</p> <p>Target demand: Support of producers to improve proper and environmentally sound business management in their supply chain</p> <p>Communication to suppliers on Green Brand I AM + using selected suppliers (extra environmental effort)</p>  | |

Natural fibers

Increase sustainable cotton

Target demand: Increased share of sustainable cotton, procured by my organization to 2 %
Including organic cotton (as a share of the total amount of cotton) 2 %



We will try to raise the amount of GOTS certified cotton

Complaint and remedy

Procedures to manage child & forced labor

Target demand: Establishment of a process or procedure to deal with cases of child and/or forced labour (including access to remedy)



Child labour and bonded labour are 2 of 8 Labour Practices that are included in the Code of Labour Practices. We will set up a clear procedure : how we will re-mediate a situation when during an audit Child Labour or Bonded Labour is found

Sector-wide commitment

Raising awareness regarding sustainable textiles

Target demand: Implementation of measures to raise awareness about sustainable textile production in the following topics:



- a) Freedom of association and collective bargaining
- b) Discrimination
- c) Health and safety
- d) Wages and social benefits
- f) Working hours
- g) Child labour
- h) Forced labour
- j) Use of safe chemicals
identify the chemicals used in production process
- s) Animal husbandry

We want to raise awareness on our CSR policy with our customers (website) and with our suppliers in a comprehensive way. Also raise the communication on these topics towards our employers at the Headquarters

Voluntary targets of the year 2018

Reporting and communication

Extended communication of activities

Target demand: Introducing/extending the communication of information on activities and results related to the Partnership's goals in connection with the following topics:



- p) Recycling
- q) Biodiversity and soils
- s) Animal husbandry

Our focus has been on communicating about social compliance targets. For our I AM Brand we also highlight special sustainable fabrics. When we adjust our Sustainability Portal on our website we will have special attention for information about fabrics and their sustainability impact

Explanation

We communicated about recycling when we launched the Post Consumer Waste Denim of IAM : <https://www.jbc.be/nl-be/mode/post-consumer-denim/mode109.html>
<https://www.youtube.com/watch?v=PVsLnheQqZg>
But we didn't yet adjusted our webpage

Communicating activities

Target demand: Communicating information on activities and results related to the Partnership's goals in connection with the following topics:



- j) Use of safe chemicals
b) RSL (chemical residues on textile product)

We don't communicate to our customers about use of chemicals. Also towards our suppliers we only have a link to reach. We want to add info on RSL on our website and make an own RSL list for suppliers

Explanation

We have included in the general regulation on chemicals in our Quality Manual and have an annex to this manual with the specific restricted substances. All new suppliers receive this info and updates are send when necessary. The next step is to ask for certificates concerning our products, for example OEKO TEX 100. This way we would like to communicate towards our customers.

Monitoring and verification

Monitoring & auditing of guidelines

Target demand: Introducing an effective system for inspecting and monitoring the implementation of measures to improve social and environmental conditions in the supply chain



Set a uniform procedure of monitoring social compliance together with our Headquarters and our oversea offices.

Old targets of the year 2017

Increase percentage producers audited

Target demand: Verification and monitoring processes
Increase percentage of such producers (in risk countries) of the purchasing volume up to 90 %



Explanation

We have 89% of our production volume under monitoring. 80% of all CMT production location have completed the FWF documents, all Factories in Bangladesh are under the cover of the Bangladesh Accord, we have valid audit reports for 56% and have visited 38% of our production locations. We will continue working on consolidating our supply chain and monitoring more suppliers.

Support establishing complaints mechanisms

Target demand: Support producers in risk countries in establishing effective complaints mechanisms

In 2017, in 100% of the factories producing for JBC, our Code of Conduct with complaints procedure is posted visible for workers.



Pass information on complaints mechanisms

Target demand: Provide producers and/or suppliers in the deeper supply chain with incentives to pass information on external complaints mechanisms on to potentially affected parties

More awareness raising on complaints mechanisms in discussions with suppliers



Explanation

Posting our FWF Worker Information sheet is an essential part of the introduction procedure of new factories. This sheet contains an email address or telephonenumber of the FWF complaint mechanism. After a complaint is made at FWF, they contact us as a brand to remediate the situation with the factory management. A similar mechanism is organised under the Bangladesh Accord. We still can raise more awareness and add this topic to our checklist for factory visits.

Promote excellence programmes for producers

Target demand: Promote the implementation of the Partnership's social goals through excellence programmes for producers and suppliers in the deeper supply chain or other forms of distinction

In 2017 we will promote participation of suppliers in China and Bangladesh in Worker Education Programme of FWF



Explanation

In 2018 we had 3 suppliers who participated in the WEP training of FWF. We want to keep this up and raise the amount of trainings to 4 or 5.

Train employees on implementation of social goals

Target demand: Train managers and employees in procurement and other relevant departments on the issue of human rights due diligence/impacts of procurement and business practices on human rights and on the implementation of the Partnership's social goals

We will encourage suppliers in China and Bangladesh to participate in Worker Education Programs. At least 3 suppliers have to participate in 2017.



Social dialogue and complaints mechanism

Target demand: Include an obligation to maintain systematic social dialogue and establish a complaints mechanism into the code of conduct

We will raise more awareness for factory managers and workers on the use of the complaints mechanism



Explanation

It is included in our Due diligence procedure for new suppliers to post the Worker Information sheet but we need to raise more awareness at our suppliers and include it in the Code of Conduct.

Piecework pay based on realistic working hours

Target demand: Verify whether piecework pay in the procurement process is based on realistic working hours

Active dialogue with suppliers on effect of buying practices on working hours



Use tools and networking opportunities

Target demand: Make use of tools and aids as well as networking opportunities with other Partnership members to deal with risks or specific breaches of the Partnership's social goals in the supply chain

We will use network and sector events to share our experiences, f.e. in March 2017, we will share our fair wear experiences with other brands during an event of Clean Clothes Campaign



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| <p>Individual/ Cooperative Measures Target demand: Implementation of individual/ cooperative measures on improvement measures on waste water treatment, and/ or reporting on wastewater quality data</p> <p> We will introduce 'measures for improving wastewater management' in our Wethica audit system (report + corrective action plan)</p> | <p>Explanation Not possible to introduce it into the Wethica audit, but we did integrate it in the vendor rating document. In the future we are going to introduce it in the info for our staff to check when visiting the factories</p> |
| <p>Use of other MRSL Target demand: Use of MRSL, that goes beyond the ZDHC/ Partnership MRSL</p> <p> We will more actively communicate our policy on forbidden chemicals with our suppliers. We will study the MRSL in depth and we will explore how we can improve our policy on banned chemicals with stricter rules.</p> | <p>Explanation We have already improved our communication on chemicals but it can be better : clear separate MRSL, agreement with suppliers on the compliance with legislation on chemicals</p> |
| <p>Individual/ Cooperative measures Target demand: Implementation of individual or cooperative measures to support Good Housekeeping</p> <p> We will introduce 'proper and environmentally safe management' in our Wethica audit system (Report + Corrective Action Plan).</p> | <p>Explanation We talked about this with the auditing team but it is not possible to include it in the same audit due to the lack of knowledge with the auditors.</p> |
| <p>Assessment environmental management systems Target demand: Periodic assessment of the existence and functioning of environmental management systems in its facilities and supply chain</p> <p> In JBC shops that will be renewed or built in 2017, we will provide an energy monitoring system.</p> | |