






Roadmap 2019

JBC GmbH

has set the following targets for the year 2019:

	Mandatory targets:	8
	Recommended targets:	0
	Already achieved goals:	2
	Not achieved, continued goals:	12
	Voluntary targets	0

Mandatory and recommended targets

Policy statement

Corruption prevention policy

Target demand: Commitment to a zero tolerance towards all forms of corruption including extortion and bribery in the own organisation



We will work on the development on a policy concerning Bribery and corruption. The violation of this policy will be included in the exit strategy, as a ground that will potentially end the business relation with a supplier.

Sustainable new wool policy

Target demand: Publication of a written policy for new wool, incl. positioning against mulesing

Unachieved, continued target from 2018



We will check the guidelines and use it as a guideline for our I AM Brand

Cross topic

Risk-based selection of suppliers & procurement

Target demand: Selection of suppliers and award of contracts taking into account the identified social risks and potential negative impacts



Target already met

We already have an extensive procedure to add new suppliers of factories. This policy is the same for all brands under the CRG Group which is the mother company of JBC.

Social standards

Promotion of living wages

Target demand: Initiation or involvement in a measure that aims to pay living wages for employees in production countries



We will calculate a living wage for our different production countries and compare it with the legal minimum wage. We will asses what impact it has on our buying price.

Capacity building regarding social standards

Target demand: Support for producers in the implementation of social Partnership goals

Unachieved, continued target from 2018



Organise 3 WEP trainings at suppliers. These trainings by FWF inform factory workers and management about the international labour standards. They also inform them about the complaint mechanism of FWF. The trainings have proven to raise awarness with workers, so the use the complaint mechanism.

d integration in the supply chain

Chemical and environmental management

Communication of chemical guidelines

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:



Unachieved, continued target from 2018

GOTS
EU REACH regulation

Include Information on MRSL in communication to suppliers

Reduction of hazardous chemicals

Target demand: Measures to increase ZDHC conformity of the used chemical products in the supply chain

We need to identify the chemicals used in our wet processes and set up an RSL that is send to our suppliers.



Orderly & environmentally responsible housekeeping

Target demand: Support of producers in the supply chain to improve proper and environmentally sound business management



Insert in our Quality Manual and in our porcedure for new suppliers a clause on good housekeeping : chemicals and waste water management. + Purchase more products with GOTS certification, GRS or OEKO-TEX certificates

Communication of wastewater guidelines

Target demand: Communication of the wastewater standard to 100% of producers and business partners



We will inform our suppliers about the requirements on waste water management and we will check whether they comply during visits and from audit reports.

Natural fibers

Increase sustainable cotton

Increase share of sustainable cotton to 3 %
Including organic cotton (as a share of the total amount of cotton) 5 %



We wish to raise the amount of 100% sustainable cotton to 3%, and 5% of our collection has to contain at least 95% of sustainable cotton. Sustainable cotton is GOTS or certified Organic Content Standard.

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



We have a formal procedure for our due diligence check and monitoring, but we want to work on an "exit strategy" to make sure we can reward or 'punish' suppliers based on there CSR performance

Access to effective complaint mechanisms

Target demand: Initiation or involvement in a measure that aims to improve employee access to complaints mechanisms



Target already met

We have posted the FWF Worker Information Sheet in all production locations and are working with FWF to remediate complaints. We also check on the presence of the WIS during our factory visits and explain the importance of it. I have put some exemples in annexe.

Raising awareness regarding sustainable textiles

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



We will communicate towards our customers on a Blog page which covers the topics of our CSR strategy. We also want to raise internal awarness by informing them on CSR activities through Newsletters and our Workplace platform

Voluntary targets

Reporting and communication

Communicating activities

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

Unachieved, continued target from 2018



- 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

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:

Unachieved, continued target from 2018



- 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

Anchoring and integration in the supply chain

Support implementation in SC

Target demand: Helping the supply chain implement our requirements by passing on supporting information and materials relating to:

Target set as replacement

- c) Health and safety



Make a comprehensible guide for suppliers on Health and Safety issues

Original target:

Implementation of individual or cooperative measures to support Good Housekeeping

We will introduce 'proper and environmentally safe management' in our Wethica audit system (Report + Corrective Action Plan).

Old targets

Social standards

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

Unachieved, continued target from 2017



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

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

Unachieved, continued target from 2017



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

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

Unachieved, continued target from 2017



More awareness raising on complaints mechanisms in discussions with suppliers

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 %



Use of other MRSL

Target demand: Use of MRSL, that goes beyond the ZDHC/ Partnership MRSL

Unachieved, continued target from 2017



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.

Individual/ Cooperative Measures

Target demand: Implementation of individual/ cooperative measures on improvement measures on waste water treatment, and/ or reporting on wastewater quality data

Unachieved, continued target from 2017



We will introduce 'measures for improving wastewater management' in our Wethica audit system (report + corrective action plan)