






has set the following targets for the year 2019:

	Mandatory targets:	9
	Recommended targets:	1
	Already achieved goals:	2
	Not achieved, continued goals:	0
	Voluntary targets	1

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 emphasize in our internal Code of Ethics our commitment to a zero tolerance towards all forms of corruption. This internal code will complement the anti-corruption clause in our publicly available Supply Chain Code of Conduct.

Identify your own risks and impacts

Identification of deeper supply chain actors

Target demand: Identification of additional actors in the deeper supply chain



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

Our minimum requirements are clearly stated in our Supply Chain Code of Conduct and complementary documents. These requirements are verified on factory level through 3rd party audits. The results are consolidated in our supplier scorecard which we use for the selection of suppliers.

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 analyze our purchasing practices based on the ACT self-assessment tool.

Anchoring and integration in the supply chain

Chemical and environmental management

Reduction of hazardous chemicals

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



We will assess if the chemical inventories of our vertical t-shirt and denim suppliers in Bangladesh are ZDHC MRSL compliant. Non-compliances will be discussed and timelines for phasing out hazardous substances will be set in cooperation with the business partners.

Orderly & environmentally responsible housekeeping

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



We will introduce an app to our vertical t-shirt and denim suppliers in Bangladesh. The app will facilitate and support the creation of a chemical inventory.

Communication of wastewater guidelines

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



We communicated the ZDHC Wastewater Guideline in 2018 to our producers and business partners and referenced this standard in our Chemical & Environmental Guideline. In 2019 we will formalize (put into writing) our communication process to make sure that also future partners are informed accordingly.

Natural fibers

Increase sustainable cotton

Increase share of sustainable cotton to 35 %
Including organic cotton (as a share of the total amount of cotton) 0 %



We aim to increase our share of BCI cotton from 18% to 35% in 2019.

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



1) We will monitor the ZDHC MRSL compliance of our vertical t-shirt and denim suppliers in Bangladesh through self-assessments. 2) We will monitor the effectiveness of existing complaints mechanisms at factory level in 3 factories in Turkey. Rollout to more factories planned (after 2019).

Complaint and remedy

Access to effective complaint mechanisms

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



China: Map complaints mechanisms of four selected factories. Start a dialogue with these factories on best practice and identified gaps. Conduct trainings to make workers aware of existing complaints mechanisms.

Sector-wide commitment

Raising awareness regarding sustainable textiles

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



We will continue to raise awareness about the environmental footprint of polyester, cotton and viscose within our own organization (product development & buying offices).

Partnership initiative

Target demand: Participation in a Partnership Initiative

Target already met



We participate in the Partnership Initiative on Chemical and Environmental Management.

Voluntary targets

Monitoring and verification

Extending the auditing of suppliers

Target demand: Extending the auditing of our suppliers to compliance with our requirements:



Increasing the percentage of our producers (as measured by purchasing volume) that are audited by others (3rd party) to (%) 100 %

We aim to have 100% of our manufacturing units audited according to the ICS standard for social audits.