

SUSTAINABILITY REPORT 2018



At JBC we see **sustainability** as a complex universe of different topics. We use 16 out of the 17 **SDG's** (sustainable development goals) as a guide for all our actions. These 16 SDG's are translated by the #JBCfamily into 11 planets, which form the base in our sustainability galaxy.





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Images used in this report:

All images in this report are made by Employees of JBC. They show real workers from factories JBC works with in China and Bangladesh.

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UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In September 2015, The UN member states adopted the Agenda 2030 including the Sustainable Development Goals (SDG's). The SDG's include 17 Goals that will make our world a better place.

Not only countries need to put in some efforts in order to meet the goals, but every single person can make a difference. We, as a company, recognise our role and responsibility to drive change towards a more sustainable future.

The SDG's are a framework bridging our work with that of others, because only by working together we will reach all goals. And they are equally important but some goals speak more directly to us. For some goals we can have a higher level of influence. In this report, at each chapter, we indicate the goals that we work on.



"A sustainable supply chain is an ongoing process that demands transparency and an innovative approach to our whole long-term business. Therefore our commitment to it affects decision-making at our buying department and other levels in our organization."

Ann Claes, CBO JBC

"What we do matters! We take our ethical and sustainable commitment very seriously and it is and will always be an important factor in our plans for growth. It's not just about getting better at what we do, but doing it with the best intentions."

Bart Claes, CEO JBC



Ann & Bart with the CSR Professional of the year Award

Dear reader,

If we say we want to do business in a responsible way? Then we mean it!

Respectful, Honest, Conscious, Sincere and with all our heart. This is the way our #JBCfamily wants to do business.

We are constantly looking for new ways to put these values into practice. Even if the finish line will never be in sight, it is a challenge that is taken up by the entire #JBCfamily.

“ So please let this be an invitation towards a constructive partnership to improve the situation in the garment factories. Let us care about our planet and the people that live on it, together ”

That is, step by step! Pushing boundaries, testing, fall and rise again, innovating...

Evaluating our steps every time again and asking ourselves: what could we do better? We do not strive for perfection, because unfortunately this does not exist.

Realistic goals are what matter, but don't be mistaken we do strive towards never ending progress.

For us, transparency is important. It is a way to get to a higher level of corporate social and environmental responsibility, but transparency as such is no holy grail. Partnership is essential. Therefore we do not only publish our production locations as an annexe to this report, we invite all our stakeholders to collaborate with us to make improvements in our production locations whenever issues occur.

So please let this be an invitation towards a constructive partnership to improve the situation in the garment factories. Let us care about our planet and the people that live on it, together.

We are very pleased that you have found your way to our sustainability report for 2018. Please, read this report to find out that there is more to JBC clothes than meets the eye.



Facts & figures

Sourcing strategy & pricing

- **Established:** 1975
- **Founder:** former cyclist Jean-Baptiste Claes
- **Colleagues:** About 220 direct and 800 indirect
- **Production countries:** 14
- **Head Office:** Centrum Zuid 3401, 3530 Houthalen, Belgium
- **Stores:** 130 JBC stores in Belgium, Luxemburg and Germany
- **Webshop:** Belgium, Luxemburg, The Netherlands and Germany
- **Ours Products:** Clothes for young families with children
- Member of **Fair Wear Foundation** since 2015
- Member of the **Partnership for Sustainable Textiles** since 2017
- Signatory at the Accord on **Fire and Building Safety in Bangladesh** since 2013
- **Located in 3 countries:** Belgium, Luxemburg and Germany.
- **Designer collections:** ZulupaPUWA, I AM, Hampton Bays
- **Exclusive license collections** for Studio 100and VRT, like Samson, Plop, K3, Maya, Wickie Ketnet...
- **External brands:** clothes from Soft Rebel, Soaked in Luxury, Pep and Andy & Lucy, also shoes from Call it Spring.

Sustainability ... How?

People

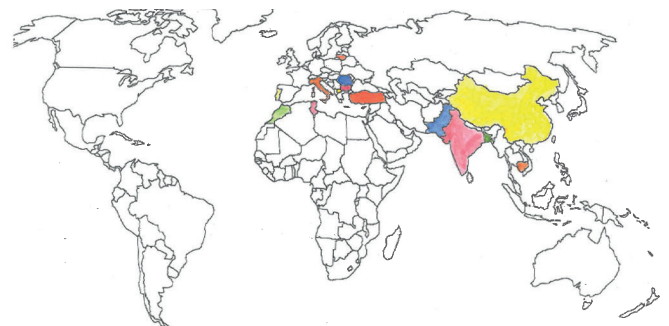


Did you realise that all your clothes are made by people, not machines? About 75 million people work in the garment industry around the globe.

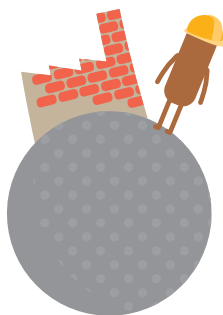
We design our clothes in Houthalen (Belgium) but the production is mainly done in the Far East. However we take our responsibility for our supply chain and the people who manufacture our collections. Because the stories of individuals are invisibly woven into our clothes ... and we want these stories to be good.

Engaging and investing in fairer fashion was an important issue in the past and will be an important part of our business in the future. It's a long and difficult road and we keep taking steps towards improvements together with our suppliers, factories and other partners. We firmly believe that investing in sustainable business is investing in a better future for the people that make our clothes ...

Please read on to learn about all our initiatives to take care of the people in our supply chain and the planet.



1. Production



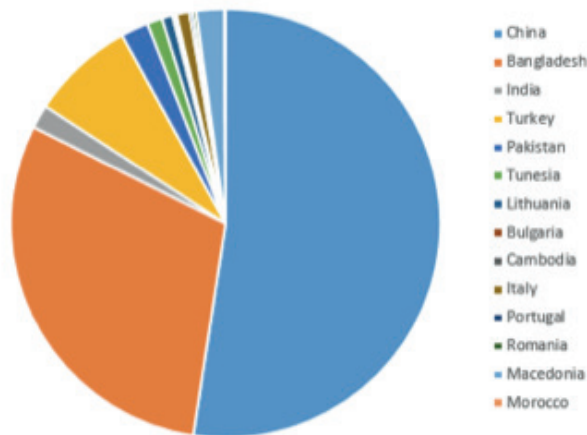
In 2018 our products have been produced in 14 different countries across Europe, Middle East and Asia. The largest proportion is produced at partners in China. Bangladesh is our second largest production country.

Our production plants are located as well in developing as in emerging countries, where social and environmental standards are not the same as in Belgium. We therefore are in close contact with our suppliers to help them - whenever required - to discuss, explain or conquer certain issues of human rights and environment.

Long-term Partnership, Transparency and 'the will to work on improvements' are the key words in our sustainability vision. When one of these factors is absent we reconsider our relationship with a supplier because they can't support us in our journey towards a sustainable supply chain.

To enhance this partnership, we work with local teams in both China and Bangladesh. These teams are on a day to day base helping us to improve our products quality, but they are also our eyes and ears concerning social compliance of our production locations. The fact that our Product Buyers are in close contact with our suppliers gives us a better insight in production thresholds and lead time problems. For the same reason colleagues from our headquarters travel regularly to the production sites. For us this personal contact with our suppliers is a vital part of our sustainability management.

Country	Numbers of factories	% of our production
China	91	52,41%
Bangladesh	31	30,02%
India	15	1,78%
Turkey	19	7,79%
Pakistan	4	2,08%
Tunesia	1	1,14%
Lithuania	2	0,80%
Bulgaria	1	0,14%
Cambodia	1	0,18%
Italy	10	0,95%
Portugal	2	0,26%
Romania	1	0,27%
Macedonia	1	2,08%
Morocco	1	0,10%



1.1. Sourcing strategy

We design our products in Houthalen but we don't have production sites of our own so we carefully select partners for our production.

For many years the global focus of clothing production has been China. Many of these Chinese production companies have developed specific know-how, infrastructure...

However recent years we've noticed that other countries in the region are developing rapidly when it comes to clothing production. Therefore, and in order to stay competitive, JBC decided to source more outside China with a shift to Bangladesh and Turkey.

Our partnership with the local, exclusive JBC, Sourcing Office in Bangladesh continued in 2018 and will continue for the future. In order to obtain the utmost advantage of a sourcing office it has been decided that this is an exclusive JBC office. Furthermore, to obtain independency towards suppliers JBC is responsible for paying the office commission. The Office represents JBC in Bangladesh, helps us on sourcing issues and controlling production and quality, but also the following up on our CSR topics.

1.2. Purchasing Practices

Purchasing practices are an important factor in the due diligence at JBC. These practices are often



Production worker at the Venux Apparel factory

directly linked with potential risks in the supply chain. Moreover, they are often root causes. Every company has a direct influence on its own purchasing practices. That is why we, at JBC, pay a lot of attention to our purchasing practices and over the years we have been able to develop a good set of procedures. And we take it further, step by step.

After we have encountered an increase of delivery delays and quality issues, we adjusted our buying structure in 2017.

Since then the following people are involved in sourcing decisions :

- Chief Buying Officer
- Sourcing & Production Manager
- CSR Manager
- General Manager of JBC China Office
- Product Buyers

New suppliers are carefully selected based on their particular product specialization, this means that the first criteria of selecting a new supplier are product –inspired. The next selection a new supplier or new factory has to pass is our due diligence procedure which checks the social and environmental compliance.

A new production location has to fulfil a minimum required level of compliance. The evaluation covers topics like: good quality and workmanship, capability of the supplier to produce the product, availability of required technologies/machines, price and the ability to fulfil timeline and deadlines but also the CSR level.

1.3. Production cycle

JBC produces 2 main collections per year: Spring/

Summer and Autumn/Winter. Which are further divided into monthly collections and into short and long term delivery collections.

Our category Managers decide on the budget and our designers determine the look of the collections. Their decisions are based on sales figures and trend forecasts.

Because we plan our collections on a monthly base we can also plan our production per month. Working on a monthly base helps to better distribute the workload and the production capacity is easier to control.

Our Buyers make a sourcing planning before every season. This allows them to think carefully about the partners that they will be working with for the upcoming season.

Based on the sourcing plans and category plans a capacity planning can be made.

The capacity planning is a negotiated agreement with our suppliers, that determines the maximum capacity for every month. This Capacity planning helps us to allow suppliers to reduce overload, delays and reduce overtime for factory workers. As production is better planned, we can try to optimise on time deliveries. The ultimate goal is to ensure a positive cost and environmental effect.

How do we ensure this capacity is not overrated at JBC?

Since 2016 we installed an automatic 'order blocking system' in our order management system. This

blocking mechanism allows us to put in a maximum number of orders and the volume in pieces per suppliers that can be placed into our system (and therefore ordered).

The maximum production capacity for a supplier, for each month is entered and can't be exceeded. If in exceptional cases we need more capacity with a supplier, we get into negotiations again. And only when there is an agreement the capacity can be raised.

The Capacity planning also allows us to motivate suppliers to take up social compliance issues. For example excessive overtime, this is often linked with late deliveries. At one of our Chinese suppliers, TONGHE, we froze the capacity for a season. The deal was that they could get more capacity after they had tackled the problems of their workforce planning. They did by adding a new stitching workshop which could take away a lot of pressure from the production line in the main factory. We increased the capacity again and had no more issues.

In order to stay competitive we decided in 2017 to reduce our lead times.

Based on analysis of the production process and in collaboration with our suppliers we have divided the buying process into different steps.

In the lead time planning, we don't only take our buying and production timeline into account. We want to take our responsibility on all necessary steps to plan, design, buy, produce and transport our products. So we have worked towards a differentiated lead time planning.

For our S18 collection we had a lead time of 19 weeks. This shorter lead time created some problems, namely within the time we counted for the



handover from supplier to DHL. Therefore we added extra days, so for our W18 production total lead time from handover until delivery in Houthalen was set to 22 weeks.

After further evaluation we optimised our lead times even more. For collections that we create with external designers or celebrities, the sample process takes more time, so we have made different lead times for these “projects”.

The general lead time for the short term, orders placed in Turkey, Italy, Lithuania, Romania and Tunisia, are ranging from 6 to 10 weeks.

We communicate all planning documents with our suppliers, this way they can also make their own planning more efficiently.

Only adjusting the lead times isn't enough to create an optimised production process. We installed a better sample flow system. This allows us to better manage our internal production deadlines, but also the deadlines at suppliers. The systems and files for monitoring our sample and order flow make it also possible to earlier track problems in the production and to take measures when a delay is inevitable.

Good communication and planning have appeared to be essential to improve our purchasing practices and to give our suppliers a fair chance to make improvements too.

1.4. Supplier relations

Our products are manufactured through a carefully selected network of suppliers located around the world, many have worked with us for several years. A long-term relationship with our suppliers is important for a trustworthy cooperation. That kind of a partnership pays off in consistent quality and a

good working environment.

The long-term nature of our partnerships offers a certainty of stability in our business relationship. It creates an overall positive environment to commit to good, human working conditions in the production locations and to investments for the environment.

An example of our long-term vision – as per our sourcing strategy - is that we are looking for innovation with our existing suppliers on eco-friendly materials. If no suitable solution has been found within our existing supplier portfolio, sourcing for new suppliers/factories begins.

To maintain stable long-term business relationships, JBC has direct contact with all her suppliers on a regular base. We work as little as possible through agents or buying houses.

All factories are regularly visited by our Sourcing & Production Manager (he visits every country at least two or three times a year), by our Buyers, and by the CSR manager. Also Ann Claes (Owner, Director and head of the Buying department) has direct contact with our suppliers and she visits the factories regularly.



One of our buyers discussing quality issues in Bangladesh.



Members of our China Office in 2018

For over 10 years we have an Office in Yangzhou, China. 12 Quality Controllers help us follow up the production process in the factories. Since May 2017, a staff of 10 people in Dhaka provide support in Bangladesh.

These local teams visit the factories on a weekly basis. They verify if the products are of required quality, but they also verify if production is done in the agreed factory. They help in the support of monitoring CAP's and they report problems when they occur.

Our strategy to have a long-term relationship with our suppliers and factories also triggers us to not easily add a new supplier to our supplier portfolio. This is also embedded in our due diligence process.

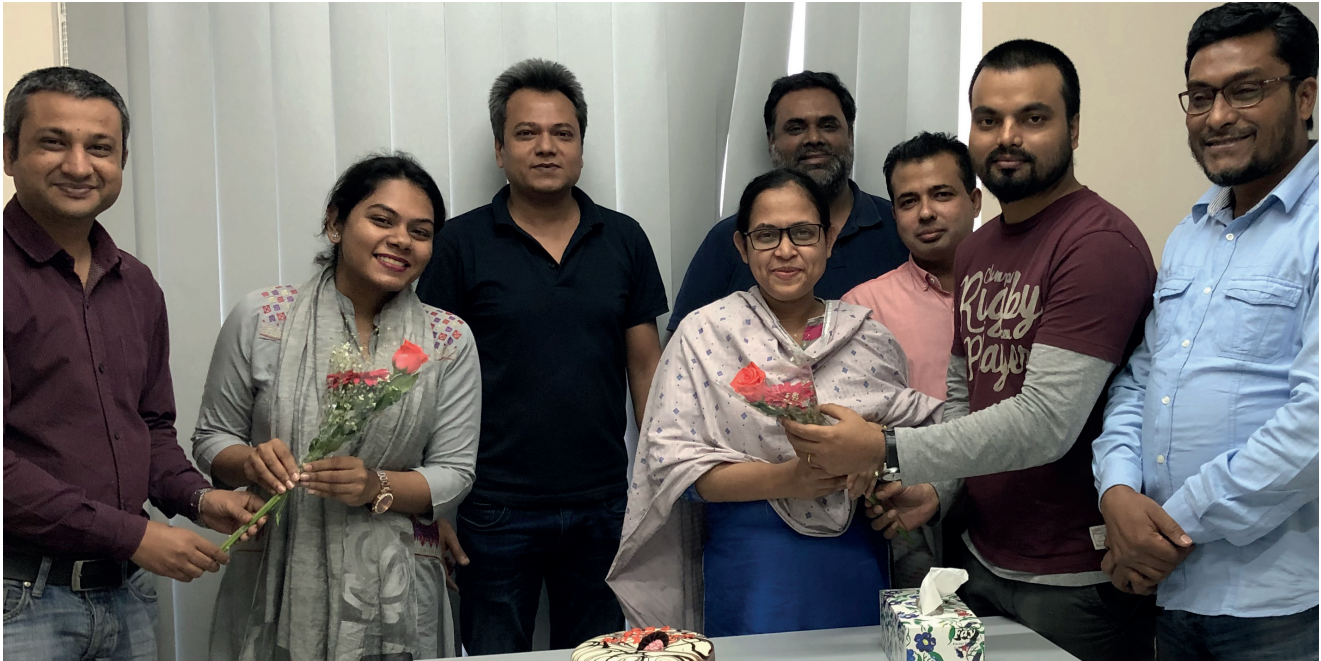
The decision of on-boarding a new supplier is a joint responsibility of the Buying and Sourcing Manager and the CSR Manager.

Whenever required our Buyers or Sourcing & Buying manager take the lead in the decision whether on-boarding a new supplier is necessary and acceptable based on production necessities. At this stage price, quality, minimum order quantity and production time, play an important role.

After the buying department has expressed its' desire to add a new factory, the case is handed over to the CSR Manager. Preferably the factory is visited first and a Health & Safety check is completed.

A new supplier will only be accepted when:

- 1.** There is a clear need to add a new production location (when the supplier can't produce a certain product in a factory already used for JBC production)



Celebration of international Womens'day in our office in Bangladesh

2. Info factory is completed (contact details, address, ...)
3. The management of the new factory has signed the FWF Code of Labour Practices. The FWF Code of Labour Practices implies the international labour standards by which we work, including human rights, labour rights, child labour, forced labour, working time, wages and compensation, working safety including health and safety.
4. The Worker Information Sheet should be displayed correctly at the work floor. This needs to be proven by pictures. During audits and during visits by JBC staff, this is verified and followed up. The worker information sheet gives the factory workers info on their rights. It is posted in their own language and in case they can't read, icons are used to explain. This documents also gives information on the FWF

complaints mechanism of which the workers can find the contact details on the information sheet.

5. A recent/valid audit report of the factory is shared with the CSR manager for checking. The CAP is also send with the report to show progress.
6. For specific risks we ask for a letter of guarantee from our supplier, this is also a way for us to make our supplier aware of the risk. For example the Sumangali Scheme in India
7. In Bangladesh, we only work with factories that are covered by the Accord.
8. Info on Tier 2 supplier has been given and these Tier 2 have to sign the Code of Labour Practices and post the Worker Information Sheet.



The Worker Information sheet is displayed in our production locations

A similar procedure exists when a supplier wants to add a new production location. The supplier needs to inform the Sourcing & Production Manager, Supplier Performance and Capacity Specialist and the CSR Manager before orders can be placed.

Documents and audit reports will be checked and only after approval will the new factory be allowed to do production for JBC.

If a factory refuses to sign the FWF Code of Labour Practices, refuses to post the Workers Information sheets, can't give us a recent audit report or a supplier is not transparent on its production location, we will not work with this supplier/factory.

We took the first steps to also take environmental issues into account but we need to take more steps in the future. We check the waste water management, the waste management and the way the factory is handling chemicals. We are now looking for suitable ways for us to monitor the environmental impact of the factories more closely.

The recent audit report is an important first instrument to check the factory. When no audit report is available, the potential supplier has to agree to plan an audit. The audit report is assessed by the Audit Quality Assessment tool from Fair Wear Foundation. More in-depth, we assess the findings of the report with our own Rating system.

The rating system gives us the chance to evaluate all reports by the same standard and to give every supplier a rating colour. An easy and visual system to rate our suppliers is really important to us, because we take the CSR-performance of a factory into account for our exit strategy.

We are developing an integrated 'vendor-rating-system' where we can combine CSR, Buying, Quality,... issues to make an evaluation of our suppliers. This system is at a very early stage of development right now, as suppliers are rated based on deliveries, quality of goods and separate on CSR.

We assess on ten criteria :

Management practice

Freedom of association and right to collective bargaining

No discrimination

Fair remuneration

Working hours

Occupational Health and Safety

Protection of children and minors

Employment is freely chosen

Environment

Progress : monitoring and transparency

So a factory level assessment has been done for every factory. But before sourcing in a new country, we also make an assessment of the country first. It's important to check the risks in the garment supply chain before we start production in a country.

Every country has specific risks but it is necessary to know the risks and estimate whether we can manage the risks in a specific country. If we don't think that we can manage, we don't start sourcing.

For example Myanmar, Ethiopia and Uzbekistan are countries we don't start sourcing.

The risk that we identify in a country might also trigger us for a more profound monitoring.

Some examples:

- The risk on 'Sumangala scheme' labour in the region of Tamil Nadu in India.
- It is a form of child labour, where a girl – between 15 and 18 years old - is hired for three to five years. Some girls are taken without their parents' consent. This scheme enables the exploitation of the girls in return for a lump sum to pay for a dowry.
- For new suppliers operating in Tamil Nadu, we ask now to declare with a guarantee letter that there is no production taking place under Sumangala Scheme, and which is confirmed by an audit report.
- We follow up closely the changed context in Turkey. As millions of Syrian refugees live and work in Turkey now, there is an increased risk for illegal Syrian workers and child labour in the Turkish garment sector. JBC is in close contact with its Turkish suppliers to avoid these risks.
- Partners in Bangladesh are informed on our role as signatory of the 'Accord on Fire and Building Safety in Bangladesh'.

- Although we weren't involved in the Rana Plaza disaster in 2013, it did trigger us to sign the Accord right from the start. We were the first Belgian retailer to sign the Accord. In 2018 we also signed the Transition Accord.

Our factories are disclosed on the website of the Accord. For over 5 years we and our suppliers have invested in a safer garment industry in Bangladesh. In the past years our factories in Bangladesh have reached a remediation percentage of 80%!



Factory workers at the Flaxen Dress Makers factory in Bangladesh

1.5. Transparency

For a new supplier transparency is mostly challenging. We notice that they appreciate the commitment and security from our side, to have an open and honest discussion with them. When a mutual trust has been established, suppliers are very willing to cooperate with us on CSR matters. We don't notice resistance to work closely with us from our existing suppliers.

The initial introduction email to a new supplier informs them about our social and environmental values and requirements. We also ask for the disclosure of information on the production location.

We invested in the development of an extension of the current IT system used by the buying and finance department. The system now includes the factory name for every order placed by the buying department.

Every article that has been designed and produced for JBC is linked to a factory. Transparency leads to accountability.

The direct link between the article and the factory enables us to make a link between a specific factory and specific production issues, like delays. This way we can start to look for the root cause of the problem and address it appropriately.

Accurate info on the production locations is key to make this system work so we strongly value trust and transparency in our relationships with our partners.

When we discover that a supplier is dishonest about the production location of an order, this is a serious breach in trust. We give one warning to a supplier before ending the relationship.

How we define our supply chain tiers?

Tier 1 Cutting, Sewing, Finishing, Ironing, Packing

Tier 2 Printing, Washing, Embroidery

Tier 3 Spinning, Weaving, Dyeing, Trims, Labels

Tier 4 Growing, Ginning, Trading

We have most of our Tier 1 supplier identified and are now taking the first steps in identifying our Tier 2 suppliers. Due to our limited resources and capacity it takes a little more time but step by step we'll get more transparency.

1.6. External brands

2017 - 2018, JBC collaborated with some external producers.

We had the brands PEP, Soft Rebels, Soaked in Luxury and Andy&Lucy. They completed our women's' collection. There was also an external shoe brand, Call It Spring.

Before doing business with these external producers, our CSR manager was in close contact with all these brands on their CSR policies. Their policies were found to be in line with JBC's fair wear standards so no objection on the cooperation was raised.

They all signed the Code of Labour Practices for External Producers.

We don't want to close our eyes for risks in the supply chain just because we don't control their production that is why we also check whether our external producers do business with respect.

2. Monitoring and remediation



2.1. Audits & Corrective Action Plans

From the moment that a new supplier is put into our portfolio, he is under our monitoring responsibility. Together with our supplier we will start working towards a better social compliance.



The Worker Information sheet is displayed in our production locations

While producing at a factory, we will periodically evaluate the situation at the factory. We use existing audits or commission Wethica, SGS or Fair Wear Foundation to carry out one. When we commission the audit, we bare the cost.

Whether we use an existing audit or pay for a third party audit depends on how long we already work in

the factory and how much of our JBC production is placed there.

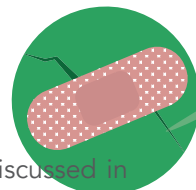
Fair Wear Foundation also carries out independent audits at our production locations, so called verification audits.

Audit reports executed for JBC are always send directly to the CSR manager directly who will analyse them and contact factory management to start remediation.

If during an audit any deviations from the required standards are identified, the auditors will discuss a Corrective Action Plan (CAP) with the management and workers' representatives. If no CAP has been discussed with the auditors, we will start an open discussion ourselves with the suppliers to develop a Corrective Action Plan.

A CAP is a list of all necessary improvements, actions and timeframe to make the improvements. We always follow up on the CAP to check whether the improvements have been made. For the suppliers in China or Bangladesh, our local teams will verify the progress by a personal visit to the factory. For suppliers in other countries and in case a personal visit is not scheduled in the short term, documents and pictures will have to be send to the CSR manager, to prove improvements have been made (which will be checked during the next visit by one of the JBC staff).

A CAP is a list of all necessary improvements, actions In case there are major issues, a re-audit will be planned to follow up on the CAP. The supplier will bear the costs of a re-audit within a year in case they



Follow up CAP protection installed on sewing machine

didn't provide full cooperation during the audit or in case of major violations which requires a full audit.

For these audits we make no distinction between production locations we work with directly or through agents. We believe it is important to work on enhancing social and environmental standards as far as possible, even though we have limited influence when working through an agent.

We believe we have a good cooperation with our agents regarding the execution of monitoring activities. If audits have been organized at the factories, they share the reports or they cooperate with us for audits performed on request of JBC. Audit

results and Corrective Action Plans are discussed in meetings between the agent and our CSR Manager.

It's important for us to analyse the problem from the audit report and try to emphasize to our suppliers that we are in this together. We don't expect perfection, because this is not realistic. We want to have a transparent view on where our products are made and have a cooperative relationship with the factory on improvements.

Our Corporate Social Responsibility Manager has the main responsibility to monitor activities and to help to execute the Corrective Action Plans. In addition also our Sourcing & Production Manager, our Supplier Performance and Capacity Specialist, our Buyers, Ann Claes (Owner, Director and Head of the Buying Department), our General Manager of the China office and the manager at our Bangladesh Office are closely involved in the monitoring activities of the Corrective Action Plans, especially when major issues are found in the audit.

In general we believe that compliance of our suppliers is quite good. Most Health & Safety issues that have been found have been discussed with our suppliers and were reasonably easily to solve. Some issues are more delicate and will take longer to comply with. We made a step by step approach to guide us towards improvements on each of the 8 labour principles that we work with.


2.2. Visits

Our suppliers are regularly visited by people from our Headquarters or from our local offices.


COMMON HEALTH & SAFETY PROBLEMS

A GUIDE FOR DESIGNERS, BUYERS, AND OTHER FACTORY VISITORS


Every factory visit is an opportunity to check on some common and easy-to-spot health & safety issues:



1. TAKE THIS LIST WITH YOU TO THE FACTORY.



2. NOTE ANY POSSIBLE PROBLEMS YOU SEE



3. TAKE PHOTOS WHENEVER POSSIBLE


Give your list, notes and any photos to your brand's CSR manager and ask them to follow up on your comments.

FACTORY NAME: _____

VISIT DATE: _____

VISITOR NAME: _____

NUMBER OF WORKERS: _____



FIRE & ELECTRICAL SAFETY

1. Are emergency exits locked or blocked by fabric, machines, etc?
Notes: _____

2. Are emergency evacuation routes clear? (with exit signs, evacuation maps, floor markings, etc)
Notes: _____

3. Do the workstations look crowded or difficult to escape in case of fire?
Notes: _____

4. Do you see fire extinguishers?
Notes: _____

5. Is firefighting equipment blocked by fabric, machines, etc?
Notes: _____

Are areas around fire equipment, control panels, exits, etc. marked with 'keep clear' signs or floor markings?
Notes: _____

Do you see damaged, open or worn-out electrical cables/panels?
Notes: _____

Are there fire warning signs in storage areas (e.g. no smoking)?
Notes: _____

Is fabric & clothing stored in a tidy manner? (messy storage allows fires to spread quickly)
Notes: _____

Is fabric or clothing stored near machines? (sparks from machines is a main cause of fires)
Notes: _____

Health & safety checks & documents

During these factory visits the FWF Health & Safety check is completed and pictures are made. The Health & Safety document proved us an effective tool to make a quick scan of the factory, with quick wins as a result (for example: unblocking emergency exits, unlocking first Aid box,...). The findings of the factory visit are discussed with the supplier

2.3. Trainings

Next to performing audits and follow up the CAP's, training business partners is an important asset to help them improve things on site.



Garment worker in the factory in India

To be able to implement our CSR values and our Code of Conduct, everyone involved needs to be properly informed.

We therefore try to organise some trainings with our supplier every year. The worker education Program of FWF is one example.

The training of FWF provides short onsite training for managers, supervisors and workers. Various issues are handled from labour standards and effective methods for communicating to problems and resolving disputes. It aims to raise awareness about workplace standards. We continuously encourage our partners to follow these trainings.

In 2018 two of our Chinese suppliers have participated in the training programme.

The Bangladesh Accord also provides a Training Program.

The Accord Workplace Programs focus on informing workers about safety and their rights under the Accord, building effective Safety Committees and providing a Safety Complaints Mechanism.

There are different training modules. Focus is mainly on the establishment of a safety committee and training all workers on issues regarding safety in the factory. Workers are among others informed on safe evacuation, common safety hazards and the Accords complaints mechanism.

In 2018, sixteen of our Partners in Bangladesh participated in the Accord training Programme.

3. Complaint handling



3.1. Fair Wear Foundation

The FWF complaints procedure is a safety net for workers. For us it is an additional mechanism for checking if our suppliers meet our requirements under our Code of Conduct. Receiving a complaint is not all negative, it's



All workers safety training by Bangladesh Accord.

also viewed as an indication of the progressiveness of the partner and its appreciation of its worker.

The info on the FWF complaint mechanism is found on the Workers Information Sheet which has to be posted in the factory.

The mechanism allows workers to confidentially and anonymously report any complaints. This complaint is received by an independent and local FWF representative. FWF communicates the complaint to us and we take it on with our supplier and try to solve the problem. The FWF publishes the complaint and the Corrective Action Plan on its website.

Our CSR Manager is responsible for dealing with complaints from workers or their representatives against their employer within the supply chain of JBC. We want to do everything within our power to resolve a complaint in a timely manner, in close cooperation with FWF. We will always guarantee anonymity of the worker or representative during the complaints procedure. We will also further invest in making the complaint procedure better known to workers.

In 2018 we received three complaints through the FWF mechanism. After we receive the complaints we get in touch with the factory management and in some cases we send someone of our local offices to help.

The complaint in China was raised after a FWF WEP training was organised in the factory. We got a complaint afterwards which tells us the trainings are effective.

We also learned that it's not always easy to address and handle a complaint with the factory management. They see a complaint as something negative that might end a business relationship. That this is not the JBC vision

is clear to us, but it takes some time for the factories to understand this



A worker in our Chinese factory

3.2. Bangladesh Accord

The complaint mechanism under the Accord is focused on safety related issues. Complaints about structural, fire and electrical as well as complaints concerning the right to refuse unsafe work can be treated by the Accord.

The Accord protects workers' rights to:

- Refuse unsafe work
- Participate in the work of their factory Safety Committee
- File a complaint when they see a safety problem in their factory
- Protection against reprisal for reporting safety-related matters
- Freedom of Association in relation to protecting their own safety



Inspections and an investigation will be done and remediation will be started by the Accord. We as a brand are also asked to investigate the issue and remediate together with the supplier and alongside of the Accord. The complaints raised and treated under the Accord are published on their website.

Not all complaints that reach the Accords 'complaint line' have to do with safety issues. A complaint on an issue that is not covered by the Accord is not lost. The Accord will send the signatories those complaints and we'll take it from there.

In 2018 five complaints reached us through the Accord, of which 3 within the scope of the Accord. This means the Accord has taken the lead on the follow-up on these complaints. We have addressed the two other complaints with the factory managements in order to figure out what has happened and to find

For Safety Complaints call:

 **+880 176 996 9000**

The Accord Complaint Handler will ask you to describe the unsafe work.

You can file a complaint as an individual or as part of a group.

You can choose to remain anonymous.

Complaint procedure of the Accord, which is explained during the All Employee meeting and in the worker booklet.

4. Information & communication



4.1. Informing staff members and management

Updates about CSR related issues, including FWF membership requirements, are internally communicated on different occasions.

Every three months, our CSR manager gives an update on FWF related issues to the Board of Directors, so relevant topics are discussed at top management level and decisions are taken if necessary.

New employees are informed on the company's CSR activities and fair wear engagement by a presentation by our CSR manager during a 'welcome day', organized on a regular basis, and they also pass by our CSR manager during their training period.

At JBC headquarters we organised two "sustainable weeks" in 2018, one in April and one in October. We have put information everywhere in our headquarters, for example we posted the worker information sheet in our toilets, we showed the film "The true cost", this gave an opportunity to start a discussion on CSR topics.

We raised the amount of internal newsletters on sustainability topics in order to raise the awareness on our sustainable efforts.

It's important for us everyone at JBC knows our CSR policies so they can help us implement it or challenge us to take the next step. But it's also important that they become our ambassadors because they're proud of what we achieve.

The CSR manager also keeps close contact with the General Manager of the China office (share all information about suppliers, audits, CAPs, etc.) and the responsible of our Office in Bangladesh.

Information on procedures, complaints, CAPs are shared in order to have the best possible cooperation. As our team of JBC China office also had a training on social compliance, organized by FWF, they can also share their knowledge with the manufacturers and it will help them with the elaboration and execution of a CAP.

Our Offices in China and Bangladesh are also using the FWF Health & Safety check as a checklist and a communication tool for health and safety issues with suppliers.

4.2. Informing customers

In general, we are in contact with our customers by email, telephone, face-to-face meetings, a social media... through our Customer Care Service.

We always try to answer in a timely manner and as honest as possible.

Membership Fair Wear Foundation

JBC informs its customers about the FWF membership in different ways. We explain FWF in our brochures. In our shops we display the FWF logo in the fitting rooms and at the entry doors. Behind the counters we also added a poster with more information on our membership.

More info on our sustainability policy and our Fair Wear engagement is available on our website www.jbc.be. Both our Sustainability report and our Brand Performance check are available on our website.

We have published an article about the Fair Wear Foundation on our blog : blog.jbc.be/category/zo-jbc/duurzaamheid/

All JBC staff has the logo of FWF in their email signature. This way, all our suppliers, partners, stakeholders, etc. are informed on our FWF membership.

Signatory to the Accord on Fire and building safety in Bangladesh.

That we're a signatory to the Accord is something our customers can find out on our website and on our Blog.

We also took the opportunity to write an article about the Accord in our Spring Brochure, to inform our customers about our vision on the Accord and to tell them about the achievements that have been done.

On the website of the Partnersip for Sustainable Textiles we also published a declaration to support the Accord. (Due to a High Court case, it's uncertain if the Accord can keep on working in Bangladesh).



Worker at the factory of AB Mart in Bangladesh

4.3. Transparency



I AM Transparency Tool on the JBC website

Transparency and traceability are both key-words for a more sustainable supply chain.

JBC was proud to be able to add our Transparency Tool to its list of achievements. Embedded in the vision of I AM 360° Sustainability we are always looking for ways to be more sustainable : design, materials, production process,...

Thanks to the Transparency Tool our customers are informed about the origin of the article they buy. Clicking 'Trace this item' discloses up to date info on the production location : name and address of the factory, quantity of workers, date last audit and a small impression of the factory.

For now the Transparency Tool on our website is only linked to I AM clothing. In the future we would like to share the info on our production locations for all JBC articles but we'll have to find the right way to do so.

Our transparency tool was a modest starting point for us being more transparent. We want to go a step further in this report and add a list of all our production locations. Why?

By disclosing our factory information we demonstrate our efforts to map our supply chain. For sure buying

open on our production locations creates challenges but it opens a huge scope for impact and creating change.

Transparency is not a silver bullet. But it is one part of the solution, a powerful tool for focusing more on-the-ground eyes on labor abuses and factory dangers. The more production locations are disclosed the more likely it becomes that problems can be reported and can be solved.

We are committed to work on improvements and we believe that transparency is a very important step forward. We invite everyone to join us on our journey...

Please find our factory list at the end of this report.

4.4. Informing External stakeholder

Our stakeholders include employees, customers, production partners, workers at the production sites, but also non-governmental organizations, politics, unions, media and other brands and retailers.

We want to raise awareness on sustainability topics amongst them.

We try to keep our stakeholders informed in different ways, adapted to the interests of the group for whom it's meant to be.

As mentioned above we have a strong direct contact with our suppliers. On a higher level we are in ongoing dialogue with non-governmental organizations, schools, politics... We are engaged in different multi-stakeholder initiatives.

We're a member of the Fair Wear Foundation and Partnership for Sustainable Textiles, and we're a signatory of the Accord on Fire and Building safety in Bangladesh.

How to reach external business stakeholders?

Owners Bart and Ann are the main representatives when it comes to explaining the way we do business at JBC. Their personal commitment to fair business is something they take on at every meeting they go to. Our CSR Manager is regularly present at business events, civil society events, academic lecturers, etc. All interesting opportunities to inform different groups in society and opinion leaders on our CSR Policy. But it is also an important opportunity to talk to other businesses in the garment industry, to share knowledge and solutions, but also to inspire each other.

We also engage with external stakeholders on

multiple projects involving circular economy. There is the European Fibre to Fibre project from ECAP, the Flemish projects CILOTEX from the VIL and Close The Loop-project from Flanders DC.

Winning a price once in a while always helps the communication.

In 2018, Ann Claes, owner and Chief Buying Officer, won the award for CSR Professional of the Year. A reward for the efforts over the years to imbed respect as a value into the JBC business.

In 2018 we engaged in a special way with our stakeholders. In order to really understand our stakeholders wishes and needs we organised a big stakeholder consult on Sustainability.



Ann Claes, CSR professional of the year



We questioned all our internal stakeholders by a questionnaire. We organised a Kids Council with 12 year olds where we discussed sustainability with them and gave them the chance to work on their ideas for sustainability at JBC.



All children became climate hero's for JBC

We engaged with 100 moms to find out what sustainability means for them and what they value most. We took all this feedback and ideas by hart and integrated them in the future sustainability strategy of JBC.

5. “CSR-plus”

JBC is a family owned business and a people-oriented company. Every day we do our very best to be a socially responsible company where customers want to buy and employers want to work.

We want to achieve the right balance between different aspects of business: people, environment, partnerships and financial performance. We believe it is crucial to weave our CSR engagement through our supply chain, but we also want to do more. That's what we call CSR-plus, because it is the “icing on the cake”.

5.1. Support Bashgari School and School Pooluvapatti Tirupur



JBC, as a family business, values children a lot. Education is essential in kids' development. In our production countries going to school can't be taken for granted. Therefore since 2011, together with 2 of our closest suppliers, we're involved in 2 school development projects in Bangladesh and in India.

We have rebuilt the school buildings and necessary school equipment was provided. Some examples of what we have achieved: A playground, a volleyball field, a bicycle park, a water purification plant, a computer class-room, sanitary facilities, a boundary wall so the children are protected at school.

Thanks to these facility the children of these schools enjoy education, clean drinkable water and protection. This way a lot of children who are living in these rural areas get the chance to go to school and improve their life standard.



Children at the pooluvapatti school in India

5.2. Partnership BEWEL



For over 25 years JBC works together with BEWEL, a social economy organization that provides work for people with intellectual disabilities.

They make sure immaculate garments can be delivered to our customers.

Employees from BEWEL are working on a daily basis in JBC's warehouse in Houthalen. Their job? Unpack clothes, sort clothes, scan clothes for transport.

We also work with the BEWEL warehouse in Hasselt, where JBC garments are unwrinkled, reconditioned, hung on clothing hangers, ...

The inclusion of BEWEL doesn't only enrich us at JBC but is also a great added value for the people of BEWEL who are proud to be able to work at JBC.

5.3. December, the warmest month of the year



In December all staff members at our JBC headquarters and warehouse show how big their hearts are. Every year we raise money for a good cause. Most of the time our colleagues go baking sweets, soups, lasagne, ... to sell at our headquarters during our "JBC bake-off".

In 2018 we have sold gift wrapping paper in our stores for a good cause, organised our "JBC bake-off" but we also collected clothes and toys.

The clothes were sent to the refugee centre in Helchteren and the clothes were donated to the "Weggeefwinkel" in Houthalen.

With the money of our bake-off we were able to support our Bengali schoolproject.

The advertisement features a woman with short brown hair and glasses, wearing a pink shirt and a white scarf, smiling while holding a handheld barcode scanner. She is in a warehouse setting with clothing racks in the background. The text 'Bewel: duurzaam maatwerk' is written in a white, cursive font on a dark blue background. A speech bubble contains a testimonial from Cindy, a JBC employee, about her experience working at Bewel. The JBC logo is in the bottom right corner.

Bewel: duurzaam maatwerk

Wist je dat de medewerkers van Bewel o.a. het teruggekomen oud goed van de winkels scannen op het einde van het seizoen (als voorbereiding op de soldenperiode)? **Ik, Cindy, ben hier deel van!** Al 6 jaar ben ik een enthousiaste medewerker voor de #JBCfamily. Ik voel me hier enorm thuis en de ijstraktaties vind ik stiekem geweldig!

*Tijdens deze Duurzame week bij JBC, zetten we onze samenwerking met Bewel dan ook graag extra in de verf. Want sociale werkplaatsen zoals Bewel, geven mensen met een bepaalde afstand tot de arbeidsmarkt kansen. Kansen die ze elder niet zouden krijgen. Ze creëren dienstverleningen op maat, zodat deze medewerkers ook hun steentje kunnen bijdragen en plezier beleven in het werken.

..jbc

Planet

They say that the fashion industry is the second most polluting industry in the world... A lot of challenges coming our way. But we take them one by one and step by step.

1. Sustainable materials



We try to use fabrics in a conscious way, always looking for a balance between look, feel, fashion and sustainability.

All year long we offer collections in organic cotton, embedded in our standard collections and in our "Eco-lab" I AM. Through the years we got more familiar with certain fabrics like Lyocell, Viscose,...

To verify the origin of these fabrics we get the necessary certificates from our supplier.

In the future we hope to make a bigger part of our collection in sustainable materials that work well for our us and for our customers

1.1. Eco-lab I AM

First ... there is I AM, our Eco Lab. The collection where we experiment to obtain a 360° sustainability.

This mainly translates to testing new materials and finding environmentally-friendly variants for commonly used fabrics. I AM is a "testing environment" and we try to use more of the materials our customers liked.

Unfortunately, there is no such thing as the perfect environmentally friendly fabric. Time and time again it is a matter of taking into account a lot of factors to determine the impact on people and the environment.

We look at the production process of the original material. Do you need a lot of energy, water or chemicals to turn raw materials into textiles? Is the fabric easy to dye? And of course the fabric must be of sufficient quality so our customers can enjoy their garment for a long time. The question we also ask ourselves is whether we can still recycle the "used" fabrics?



Every time that we tried something new we evaluate and adjust where necessary. Making a sustainable collection is a dynamic process where new insights lead to further progress. Within our I AM collection we created the space for those insights.

No surprise that we have been innovating with recycled materials in this collection. The advantage of working with recycled materials : production of recycled materials requires less energy, no new raw material has to be extracted and by reusing clothes, we reduce the mountain of waste.

1.2. Circular fashion

Within the Fibre to Fibre project of ECAP we have been working on the development of a post-consumer waste denim. This means that we made the fabric for new jeans trousers with fibres that we recycled out of old, worn and discarded denims. An exciting project as we also wanted to make this products affordable for our customers.

We managed to produce trousers and skirts for women, men, boys and girls. The fabric we used contains 20% post-consumer waste cotton. We added 79% of organic cotton and 1% of elastane. Why didn't we use more recycled content? Mechanically recycled cotton fibres get shorter which makes the yarn weaker. Using more than 20% post-consumer waste fibres contained the risk of ending up with a fabric that would tear easily.

We achieved the following environmental profit in this project:



Water savings: 1.097,4 m3
Energy savings: 994258 KWh
CO2 reduction: 0,50 Tonnes

We wanted to do more than just use post-consumer content in our trousers. We wanted to keep recycling as "a green thread" throughout the design of the trousers :

- Pocket lining is 100% recycled cotton
- Buttons and rivets with Eco Finish
- Zipper tape of recycled polyester
- Belt label, main label and size label are made of 100% recycled polyester and the care label is bio cotton
- Hangtag is FSC certified paper

After the positive outcome of this project we integrated more recycled fabrics in our summer 2019 collection and the post-consumer waste denim is there to stay.

1.3. Cradle to Cradle

The Fibre to Fibre project wasn't the first test we did around the topic of recycling. In 2016 we had 2 "REVIVE" collections.

One was a home wear collection where the other was a sportswear collection, in collaboration with some famous Belgian athletes like Evi Van Acker, Sven Nys, Hans Van Alphen and Kim Clijsters.

Every piece of these collections was certified by Cradle to Cradle. This means they were checked to be sure that they can all be completely recycled. We used organic cotton, organic yarn, cotton drawstrings, no zippers, water based print.

1.4. No animal cruelty

JBC also cares for animals. In our Quality Manual we clearly communicate to our suppliers that we do not accept that animals are abused for our collections.



Our second cradle-to-cradle certified collection

We specifically banned:

- Real fur
- Angora wool
- Down and Feathers from live-plucked animals, it is possible to use feathers and down when it derived as a by-product from the food industry.

Suppliers and fabric suppliers should be able to ensure that the raw fabrics used for our products are not exposed to animal cruelty, by for example showing original resources if requested for.

If raw fabrics are obtained by animal abuse, cooperation will be terminated immediately.

A few years ago we became a signatory of the Fur Free Retailer Program of the International Fur Free.



2. Harmful substances



In the production of clothes chemicals are used to prepare fibres, to turn fibres into yarn, to dye fabrics, to add special finishes to garments.

We try to take responsibility for the chemicals that are used in our supply chain. We require our suppliers to respect the REACH regulation of the European Union.

REACH stands for Registration, Evaluation, Authorization and restriction of Chemicals.

The chemical substances recorded in this regulation are absolutely forbidden in the production of our clothes. We conduct random test to check that no hazardous substances have been used. We're not the only ones testing our garments, suppliers are also conducting tests and so is the government.

There are 2 types of chemicals, the ones that are forbidden and the ones that are 'limited in use':

We also send our suppliers, in annexe to our quality manual, the list with forbidden and limited substances.

3. Transport



Most of our products are manufactured in the Far East, so we have to transport them to Belgium when they are finished. We mainly use sea freight. When there is no other solution we use air transport.

Consolidating containers allows us to avoid transporting empty spaces and to limit the amount of transport we need to carry out.

Garments that are produced in for example Turkey, are transported to our headquarters by truck.

We also have to think about the way we transport our garments to our stores or to our consumers when they order on our webshop:

- Transport to our stores is done at night, to avoid traffic and by environmental friendly trucks.
- We have consolidated the e-commerce parcels so only one package is sent to our customers. This has reduced the amount of transport for our e-commerce orders.
- Working with courier company DPD we have been able to send these parcels in a climate-neutral way. The CO2 emission generated by sending out parcels is calculated and based on this calculation investments are made in climate protective programmes like compensation by electrical vehicles, investments in forests...



Sustainable Headquarter

4. Headquarters and Stores



Sustainability, we practice what we preach! In our Head Office and in our stores sustainability is on our mind.

Some examples :

We moved to our new headquarters in 2013. When designing our HQ, Sustainability was always kept

in mind: it is well oriented to the sun to catch as much natural warmth as possible, insulation is 10 cm pur and 10 cm pir, ventilation type D with warmth-recovery, 3 double glazing, ...

Not only our headquarters is build sustainable. When renovating the stores we carefully think about energy-use, LED lighting , cradle-to-cradle ceilings, energy monitoring system, ...

After renovating or remodelling a store we check which materials or equipment can still be used by in the new store. If this is not possible for us but the material is too nice to throw away, we send it to "de Kringwinkel" so it gets a second life.

Did you know :

- The flushing water in toilets of our HQ ground floor is **rainwater**...
- **Sensors on washbasins** in toilets have been chosen to prevent water wastage ...
- **Motion detectors** for lighting ensure that the light does not burn unnecessarily ...
- We only use **tap water**, no bottles...
- We use **recycled paper** for printing ...
- Employees can **lease a bicycle** ...
- **A monitoring was performed for lighting & HVAC** in stores. After this monitoring, optimum control of lighting and HVAC in the stores was set up ...
- We use **100% green energy** by EOLY for both HQ and shops ...
- To **save up to 40% energy**, we closed the doors of our stores. Not to keep customers away but to avoid waste of energy ...
- Small electrical & electronic material isn't just thrown out. It's **recycled by Out of Use**. We do this since 2016 and this way we can ensure further recycling (www.outofuse.com). A donation to 'Natuurpunt' is done for planting trees ...
- We keep a **register of our waste** so we know exactly the type and the amount of waste ...



sticker "closed for the future, open for you"

5. Sustainable in sales



5.1. Marketing

Telling the story of our products and the story about JBC is important, the way we do this as well. We try to limit the impact and footprint of our marketing material as much as possible.

Did you know that:

- We limited our impact by sending out fewer brochures...
- We no longer put our brochure in a plastic cover, this saves us a total of 2.100.000 plastic packages.
- We are using paper from sustainable forest management (PEFC) and water-based ink for our brochures...

5.2. Sales

We care for our planet and our customers, therefore we have taken some action in our stores :

- In some of our stores we are experimenting already with Polycraft for our POS material, this material is PVC free and 100% recyclable. It is also strong so it can be re-used several times...
- We re-use all clothing-hangers, our mannequins,...
- We send all our banners to Flagbag, where they get a new life as a bag...



Sustainable reuseable bag

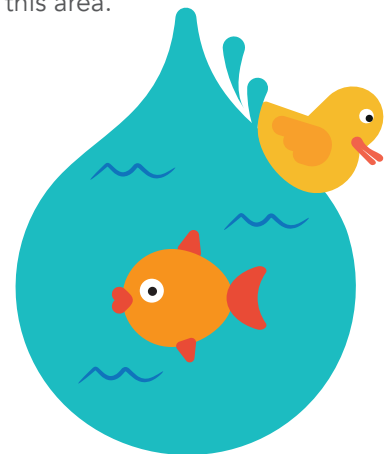
To take your new JBC clothes home we have designed a re-usable bag which is made out of plastic waste. We also still use our paper bags. After studying the impact of all kinds of materials, we found out that paper from sustainable foresting has a low footprint and it can be easily composted, so no waste is left behind in nature.

We give our customers the option to choose for a paper or reusable bag.

We're battling against plastic packaging on multiple levels. It's a complicated story. We managed to make our shopping bags more sustainable and use a cardboard box for e-commerce home deliveries, but a large amount of plastic is used to pack our garments for transport. It's not as easy to just cancel all plastic around our products, we have think about protection of our products against dirt, moist, handling, ...

Completely avoid plastic around our garments isn't possible but we tried to take the first step towards more sustainability : optimisation of plastic recycling. Home deliveries in cardboard boxes : for all our home deliveries we remove the plastic and take care of the recycling. We've also chosen to pack and deliver the clothes to our customers in a nice cardboard box. This box is made out of FSC certified cardboard, produced in a CO² neutral way and recyclable.

For e-commerce parcels that are delivered in our stores we give our customer the choice : they can leave the plastic in our hands, so we make sure it's properly recycled by our recycling partner, or they can take the plastic home and take care of recycling themselves. In the future we hope to make further improvements on this area.



6. Start of a circular chain: collecting old clothes



At the end of their lives, JBC clothes can be disposed in one of our clothing containers. In partnership with 'Wereld Missie Hulp' and 'Curitas' we have several containers for disposal of used garments.

What happens with the clothes that end up in these

containers? The clothes that are still good enough to use again, are given to children and families who need them. Less valuable textiles are sold or recycled.

For each kilogram of clothing that is collected we get a sum of money that we use to support our school projects in Bangladesh and India.

For the future we are looking to raise the amount of collection points for old clothes.



Final Note

Corporate Social Responsibility is a very complex subject. Sustainability is finding the right balance between social, ecological and economic aspects. At JBC we want to be agents of change. Every decision has to be an improvement to existing processes. Therefore we are constantly evaluating what we do, how we do it and with whom we are doing it. Partnership is vital, so is transparency and honesty. As perfection on the domain of CSR (unfortunately) does not exist... being honest is all we can do, beside from the determination to do our very best. A small step for us, might have a great impact on someone or something else. We look forward to any questions or suggestions on any aspect of sustainability. Please send them to: **csr@jbc.be**.

Contact

JBC n.v.
Centrum Zuid 3401
3530 Houthalen
Belgium
Tel: +32 11 60 88 06
Email: csr@jbc.be
www.jbc.be



About our supplier list :

We want to be transparent about our supply chain, because we sincerely believe that this will help to make our supply chain more sustainable. One step at a time... and hand in hand with our suppliers and other stakeholders.

For years we've been linking the orders we place to the factory info for the production.

We would like to share the supplier info with our stakeholders and we call for further cooperation towards a fashion industry. An industry where there will be nothing more to hide. We know that we don't have our whole supply chain mapped yet, but step by step we get deeper into our production.

We have chosen to start with sharing our suppliers that produce our 2019 collections.

We try to have as much long term relationships as possible with our suppliers but changes in our supplier portfolio are inevitable. We don't have the capacity to update this list every few months but we will update with every sustainability report and for our I AM collection you can find the production location of each garment on our website. (www.jbc.be)

For further info, please contact : csr@jbc.be

factory name	factory adress	country	Workers	productgroup
3F Tekstil	Organize sanayi Bolgesi 16 cadde no 12 Merkez, Istambul	Turkey	128 (24 male + 104 female)	apparel
AB Mart Fashion Wear	Plot No 786, Kakil Sataish Borodawra, 13/3, Purbopara Mudafa, Tongi, Gazipur	Bangladesh	850 (300 male + 750 female)	apparel
Abanti Colour Tex	Plot No-S, A-646, Shashongaon, Enayetnagar, Fatullah Narayangonj	Bangladesh	6900 (4140 male + 2760 female)	apparel
Akarteks	Demirkapi Mah., Velioglu Cad., No:81, 34214, Bagcilar, Istanbul	Turkey	562 male + 452 female	apparel
Akozbekler	UGUR MUMCU MAH. ATATURK BULVARI CAD. NO:42 SULTANGAZI, Istanbul	Turkey	235 (147 male + 88 female)	apparel
Aleks DOOEL	Krizevska 19, 2300 Kocani	Macedonia	153 (17 male + 136 female)	apparel
Aloka Exports	B/F, Raj Laxmi Commercial Complex, Kalher, Thane-Bhiwandi Road	India	208 (88 male + 115 female)	Accessories
Alpha Knitting Wear Ltd	888, Shewrapara, Begum Rokeya Sharani, Mirpur, Dhaka-1216	Bangladesh	2113 (634 male + 1479 female)	apparel
AR Jeans Producer Ltd. - FGS Denim	Kathgora, Zirabo, Ashulia, Dhaka	Bangladesh	2390 (717 male + 1673 female)	apparel
BKC Sweater Ltd.	Plot No. 212-214 Dagerchala Main Road Dagerchala, Gazipur	Bangladesh	1148 (male + 612 female)	apparel
Blue Breeze Enterprise	222 I, Mudalipalayam Village, Tirupur - 641606	India	335 (242 male + 93 female)	apparel
Blue Planet Fashionwear Ltd	Kewa, Sreepur, Gazipur	Bangladesh	1198 (360 male + 838 female)	apparel
Blue Planet Knitwear Ltd.	Mulaid, Sreepur, Gazipur, Dhaka	Bangladesh	1650 (990 male + 660 female)	apparel
Changshu DongFang	No, 101, Zhenxing Road, Wushi Town, Bixi New District, Changshu	China	73 (26 male + 47 female)	apparel
Changshu Kailan Knitting Co. Ltd	No 8 Penhu Road Dongnan Industrial Zone, Suzhou	China	299 (98 male + 198 female)	apparel
Changzhou Fanghua Garments co. Ltd.	Changzhou Xinbei District Tian An Industrial Village Building A 5 floor, Changzhou	China	101 (20 male + 81 female)	apparel
Cortina Dongguan MFG. Co. LTD	NiuDun Industrial Estate, Shipai, Hengli Village, Wang-NiuDun Town, Dongguan City, Guangdong Province, China.	China	343 (161 male +182 female)	apparel
3F Tekstil	Organize sanayi Bolgesi 16 cadde no 12 Merkez, Istambul	Turkey	128 (24 male + 104 female)	apparel
AB Mart Fashion Wear	Plot No 786, Kakil Sataish Borodawra, 13/3, Purbopara Mudafa, Tongi, Gazipur	Bangladesh	850 (300 male + 750 female)	apparel
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Aloka Exports	B/F, Raj Laxmi Commercial Complex, Kalher, Thane-Bhiwandi Road	India	208 (88 male + 115 female)	Accessories
Alpha Knitting Wear Ltd	888, Shewrapara, Begum Rokeya Sharani, Mirpur, Dhaka-1216	Bangladesh	2113 (634 male + 1479 female)	apparel
AR Jeans Producer Ltd. - FGS Denim	Kathgora, Zirabo, Ashulia, Dhaka	Bangladesh	2390 (717 male + 1673 female)	apparel
BKC Sweater Ltd.	Plot No. 212-214 Dagerchala Main Road Dagerchala, Gazipur	Bangladesh	1148 (male + 612 female)	apparel
Blue Breeze Enterprise	222 I, Mudalipalayam Village, Tirupur - 641606	India	335 (242 male + 93 female)	apparel
Blue Planet Fashionwear Ltd	Kewa, Sreepur, Gazipur	Bangladesh	1198 (360 male + 838 female)	apparel
Blue Planet Knitwear Ltd.	Mulaid, Sreepur, Gazipur, Dhaka	Bangladesh	1650 (990 male + 660 female)	apparel
Changshu DongFang	No, 101, Zhenxing Road, Wushi Town, Bixi New District, Changshu	China	73 (26 male + 47 female)	apparel
Changshu Kailan Knitting Co. Ltd	No 8 Penhu Road Dongnan Industrial Zone, Suzhou	China	299 (98 male + 198 female)	apparel
Changzhou Fanghua Garments co. Ltd.	Changzhou Xinbei District Tian An Industrial Village Building A 5 floor, Changzhou	China	101 (20 male + 81 female)	apparel
Cortina Dongguan MFG. Co. LTD	NiuDun Industrial Estate, Shipai, Hengli Village, WangNiuDun Town, Dongguan City, Guangdong Province, China.	China	343 (161 male +182 female)	Accessories
Dalian Huabo Garments	No.95, Huaihexi Road, Dalian Development Zone Dalian	China	170 (108 male + 62 female)	apparel
Deteks	Cihangir Mah. S. Piy. Er Yavuz Bahar Sok. 13 Avcilar	Turkey	76 (38 male + 38 female)	apparel
Dongtai Fu'an Knitted Garments	Group 7, Shuangfu Village, Fu'an Town, Dongtai City, Jiangsu	China	36 (5 male + 31 female)	apparel
Dongyang Shengmao Garment Factory	No. 2 Building, No441 Shuyuan Road, Baiyun Street Dongyang, Zhejiang	China	47 (27male + 20 female)	Accessories
Emaan Garment	Plot #F39 Scheme 33, Phase 2 SITE Super Highway PO Box 75340	Pakistan	120 (110 male + 10 female)	apparel
Emi Tekstil	Kuzucu Koyu Ova Mevrii Havsa, Edirne	Turkey	71 (15 male + 56 female)	apparel
Enkay Moda Konfeksiyon Ve Sanayi Tic a.s.	Merkez Mahallesi 29 Ekil Cad. Sedir SK No 8 Yenibosna	Turkey	310 (220 male + 90 female)	apparel
Erse Tekstil	Yenibosna Merkez Mah. Oruç Reis Sk. No.5 Istanbul	Turkey	310 (186 male + 124 female)	apparel
Esprit Apparels Ltd	Luna Complex (1st ,2nd & 3rd Floor) Joy Bangla Road, Khailkur, Gazipur Sader, Gazipur	Bangladesh	933 (373 male + 560 female)	apparel
Esstee Exports	8/131, PGV Garden, Pooluvapatti Post, PN Road	India	753 (319 femal + 434 male)	apparel
FAB Tekstil San VE Tic AS	Gunesli Baglar Mah.Osmanpasa Cad.N° 14 Bagcilar, Istanbul	Turkey	109 (44 male + 65 female)	apparel
Flaxen Dress Maker Ltd -1	40, Meghdubi, Pubail, Hyderabad, Dhaka	Bangladesh	1256 (502 male + 754 female)	apparel
Haiyan xingyuan Garment	HuangQiao Industrial Park, Yuchen Town, Haiyan	China	271 (87 male + 184 female)	apparel
Himanshu Apparels	455 UDHYOG VIHAR PHASE 5, Gurgaon,Haryana	India	272 (219 male + 53 female)	Apparel
HUA YESHOU	Zhoujing Bixi town, Changshu City, 215500 Suzhou City, Jiangsu, China	China	66 (21 male + 45 female)	Apparel
Huabei Great Garment Co Ltd.	No.15 Yunlong Road, Huaibei, Anhui	China	93 (14 male + 79 female)	Apparel
Ilda Tekstil	Kocasinan Merkez Mah. Mimar Sinan Cad. No:16/1-11 Bahçelievler/Istanbul Istanbul	Turkey	49 (27 male + 22 female)	Apparel

factory name	factory address	country	Workers	productgroup
Istanbul Triko Tekstil	IMSAN KSSYK B BLOK NO.11 KUCUKCEKMECE / ISTANBUL Istanbul	Turkey	177 (105 male + 72 female)	Apparel
Jamuna Apparels Ltd	94/95 (old), 46 (new), block C, Tongi, Gazipur, Dhaka	Bangladesh	1406 (492 male + 914 female)	Apparel
Jian Gyn Hua Tai Knitting Garment	Shaobo Bridge north, Shaobo Town, Jiangdu	China	84 (8 male + 76 female)	Apparel
Jiangyan Yidong Taizhou Yidong EasyDone	Industrial Concentration Area, Xingtai Town, Jiangyan District Taizhou	China	77 (7 male + 70 female)	Apparel
Jintan Tianyang Factory	106 Nanhuan 2 Avenue, Jintan, Changzhou	China	56 (9 male + 47 female)	Apparel
JSC Narita	Zalgirio Street 106, Vilnius	Lithuania	31 (1 male + 30 female)	Apparel
JSC Zeltika	Vytenio Street 50, Vilnius	Lithuania	29 (2 male + 27 female)	Apparel
Kautam Knits - Unit 1	60/4, RADHAKRISHNAN STREET, NEAR RAMAKRISHNA SCHOOL, AMMAPALAYAM, 641652 Tirippur	India	70 (42 male + 28 female)	Apparel
Klash Private Limited	P-25, 117 J.B, Near Paharang Drainage, Millat Road Dhanola, Faisalabad	Pakistan	1360 (1202 male + 158 female)	Apparel
LiYang MingDa	No.98 Lizhu Road, Qianma Industrial Zone, Liyang City Changzhou	China	36 (6 male + 30 female)	Apparel
Mark Designers Ltd.	Plot 12-14, Road no.3 Section 7, Mirpur	Bangladesh	856 (385 male + 471 female)	Apparel
Meridien Apparels Ltd	Borobari Pukurpar, Ashulia, Savar, Dhaka	Bangladesh	568 (176 male + 392 female)	Apparel
Minelteks	YENI MAH HEKIMSUYU CAD.NO39/B KUCUKKOY/ GAZIOSMANPASA, Istanbul	Turkey	38 (13 male + 25 female)	Apparel
Mira EXIM Limited	E-25-26-27, F-22, & F-25-26, SECTOR-11, NOIDA, 201301 Uttar Pradesh	India	588 (63 female + 525 male)	Apparel
Mize Wan Tai	B#1 Building, Area B, Likou Industrial Zone, SiYang county, Suqian city, Jiangsu Province	China	95 (11 male + 84 female)	Apparel
Nanjing Jiuyang Garment Factory	No.16 Xindong Road, Xinji Town, Liuhe District	China	201 (40 male + 161 female)	Apparel
Nantong Sunny Hats & Caps Manufacturer Co Ltd	No. 88, Buzhong Road, Caobu Town, Rudong County Nantong	China	78 (11 male + 67 female)	Accessories
Ningbo Haishu Qirong Fashion co. Ltd.	NO.46 Dongbei Rd, Dongqiao, Yinzhou District	China	40 (13 male + 27 female)	Apparel
Ningbo Kelly Fashion Co., Ltd.	(Industrial Zone) Wangjiaqiao Village, Dongqiao Town, Haishu District, Ningbo, Zhejiang	China	99 (37 male + 62 female)	Apparel
Ningbo Shengyada Garment co Ltd.	Xinjian West Road, Fangqiao Industrial Zone, Jiangkou Street Fenghua Ningbo	China	143 (35 male + 108 female)	Apparel
Ningbo Zhong Tian Garment	No.369 Xianqiao, Xiaogang Street, Beilun District Ningbo	China	36 (5 male + 31 female)	Accessories
Nishat Mills Limited (Apparel Division, Unit 2)	2Km Nishat Avenue, Off 22 Km Ferozpur, Road Lahore, Lahore, 54000, Pakista	Pakistan	2792 (male 2651 + female 141)	Apparel
Ocean Sweater	Islampur, No. 3 Basan, Joydebpur	Bangladesh	791 (475 male + 316 female)	Apparel
Oktay Tekstil Gilda Otomotiv	Eski Edirne Asfalti Dilek Akgul Is Merkezi No 806 SULTANGAZI	Turkey	17 (8 male + 9 female)	Apparel
Panagea Fashion Wear	10/2 Hazi Pear Prathomik Biddaly Road, Baro Dewra Tongi Gazipur	Bangladesh	550 (330 male + 220 female)	Apparel
Parkstar	Kunia K. B. Bazar, Gazipur Sadar, Gazipur	Bangladesh	745 (330 male + 415 female)	Apparel

factory name	factory adress	country	Workers	productgroup
ProFashion	Str Izvoare, 4, Piatra Neamt	Romania	69 (8 male + 61 female)	Apparel
Quanzhou T&M Clothing Co, Ltd	Gulong Road,Gudian Village JiangNan, Quanzhou	China	92 (28 male + 64 female)	Apparel
Ranchi - Kishor Exports	Shed N°1, Abdul Rajjaq Ansari Park, Plot N° 3 Kolari Ormanjhi, Industrial Area Ranchi, Jharkhand 835219	India	239 (104 male + 131 male)	Accessories
Reaz Export Apparels Ltd.	North Khail Khair, Sign Board, Board Bazar, Gazipu	Bangladesh	2889 (897 male + 1970 female)	Apparel
Remar Tekstil	Sehit Huseyin Kil Mahellesi, Merkez Duzce	Turkey	1070 (490 male + 580 female)	Apparel
Safia Apparels Ltd.	B-46/47,64/65, Bscic, Industrial state, Fatullah, Narayanganj	Bangladesh	597 (209 male + 388 female)	Apparel
Sara Collection Pvt Ltd.	E-55, Sector-08, Noida, UP	India	76 (69 male + 07 female)	Apparel
Shanghai Beixi Besta	No.3070 Xinghan Rd, Xingta Town, Jinsan District, Shanghai	China	102 (35 male + 67 female)	Apparel
Sheng Zhou Qian Tai garment co.	Youfang town	China	96 (17 male + 79 female)	Accessories
Shrey Exports Inc.	Unit No 125, 222 and 223, New Aashirwad Industrial Estate, Building No 5, Ram Mandir Road, Goregaon West- Mumbai-400104. Mumbai	India	16 (13 male + 3 female)	Accessories
Strange Exports	C-133, SECTOR-63, Noida	India	559 (71 female + 478 male)	Apparel
Sunrise - Taizhou Shenlan Optical Co Ltd	Banyang Village, Duqiao Town Linhai, Zhejiang	China	95 (51 male + 44 female)	Accessories
Supply Chain SP Fashion	Avenue Farhat Hached, Menzel Khir	Tunisia	81 (29 male + 29 female)	Apparel
Taike Yangzhou	Zhanghang Industrial Zone, Yangzhou	China	211 (21 male + 190 female)	Apparel
Temakaw Fashion Ltd.	808/1-2, Begum Rokeya Sarani, Shewrapara, Mirpur, Dhaka-1216, Dhaka, Bangladesh Dhaka	Bangladesh	490 (150 male + 340 female)	Apparel
The Shanin Corporation Ltd	12/1 Hossain Uddin Khan 1st Lane, Laldagh, Dhaka	Bangladesh	1557 (389 male + 1168 female)	Apparel
Torque Fashions Ltd.	Paragram, Ashulia Bazar, Ashulia, Dhaka-1341, Bangladesh.	Bangladesh	1889 (661 male + 1228 female)	Apparel
Truva Tekstil Tur. Ve. Paz. San.Tic.ltd.	Cihangir Mh. Seh. J. Kom. Zafer Kiziltas Sk. No.7/4 Avcilar, Istanbul	Turkey	111 (44 male + 67 female)	Apparel
Tutunculer Tekstil	Evren Mah.Gulbahar Cad.Tufan Sok.Pinar Is Mrk.No:16 K:3 Gunesli	Turkey	83 (48 male + 35 female)	Apparel
UAB Regleta	Svitrigailos g. 31, Vilnius, LT-03209, Lithuania	Lithuania	54 (4 male + 50 female)	Apparel
Ugur Balkuv Triko	Gencosman Mah. Davutpasa Cad. No 42, Istanbul	Turkey	430 (283 male + 147 female)	Apparel
Wewin Knit Fashions	9/A K.N.P. Subramania Nagar East, Padmini Garden, Pudhur Road	India	31 (24 male + 7 female)	Apparel
Xiangshan Goodluck Knitting Co. Ltd.	N°23 Chuang Ye road, Dan Xi Street, Xiang Shan Ningbo, 315700 Ningbo, Zhejiang, China	China	99 (20 male + 79 female)	Apparel
Xiangshan Huayi Garment	Dongxi Village, Xiangshan County, Ningbo	China	98 (20 male + 78 female)	Apparel
Xiangyang uranus Garments	No.3 Qingniwan Road, Huashiqiao Industrial Park, Chengguan Town	China	243 (23 male + 220 female)	Apparel
Xize Fashion Accessories co. Ltd.	No 339 Tashan Road, Yiwu	China	234 (117 male + 117 female)	Accessories
Yangzhou Tonghe Knitting Garment	Middle Hanjiang Road 125, Yangzhou, Jiangsu	China	82 (17 male + 65 female)	Apparel
Yekta Tekstil Ahmet Erdogmus	Gunseli Mah.Uskup Cad. N°153 Bagcilar	Turkey	87 (41 male + 46 female)	Apparel

factory name	factory adress	country	Workers	productgroup
Yicheng Yiwei	478# Chudu Avenue , Yicheng , Hubei	China	280 (100 male + 180 female)	Apparel
Yizheng Weixiang Garment	No.96-1 YangZi east road, Yizheng city, Jiangsu province	China	112 (8 male + 94 female)	Apparel
Yuyang knitted factory	4th Floor, Building 2, No.5025, Dongchuan Road, Heqing Town, Pudong District Shanghai	China	40 (11 male + 29 female)	Apparel
Zaheen Knitwears	Keodala,Madanpur,Bandar, Narayangong	Bangladesh	1103 (574 male + 529 female)	Apparel
Zhangjiagang Yujing Garment Factory	NO.16 of ZHONGXING ROAD,ECONOMIC DEVELOPMENT ZONE,ZHANGJIAGANG	China	70 (30 male + 40 female)	Apparel
Zhangzhou Fimore Garments Development Co., Ltd	Meixi Industrial Zone, Shiliu Town, Zhangpu County Zhangzhou, Fujian	China	140 (30 male + 110 female)	Accessories
Zhejiang Joybest Fashion co. Ltd. Huzhou Zhoubei	SIAN TOWN INDUSTRY FUNCTION ZONE, CHANGXING	China	121 (21 male + 100 female)	Apparel
Zhejiang Laoshifu Leather Co.Ltd	No. 21, East Zhongxing Rd, Datang Town, Zhuji City, Zhejiang Province, Zhuji	China	34 (13 male + 21 female)	Accessories
Zhejiang Top Mondial Garment co ltd	SECTEUR A CENTRAL AVENUE CHANGXING ECONOMY DEVELOPMENT, Huzhou	China	987 (395 male + 592 female)	Apparel
Zhenjiang KaiYue - Yili	No.62, Paomashan Road, Zhenjiang city, Jiangsu province	China	85 (11 male + 74 female)	Apparel
Zhenjiang Ruicheng garment	2th floor, No 75 Jingang road, Zhenjiang, Jiangsu, China	China	42 (6 male + 36 Female)	Apparel
Zhenjiang Yaohua Knitting	No.85, Changwang west street, Yangzhong, Jiangsu, China	China	70 (12 male + 58 female)	Apparel

