



HAVEP

Social report 2023

Reporting period: January 2023 – December 2023

HAVEP

www.havep.com

FAIR WEAR MEMBER SINCE:

2004

Table of contents

This is How we HAVE Positive Impact.....	3
A Message from our CEO	4
Code of Labour Practices Fair Wear	5
Where is your HAVEP product made?	6
Fair practices embedded in our team	8
Responsible business conduct policy	9
Human Rights Due Diligence	11
Responsible Purchasing practices	12
Agreements	12
Sourcing and planning	13
Evaluation cycle	13
New suppliers.....	14
Subcontracting.....	14
The voice of the worker.....	15
Worker Rights and Training	15
Workers Representatives	15
Complaints handling.....	15
Corrective and Preventive actions.....	16
Macedonia; Preventive and Corrective Actions.....	17
Tunesia; Preventive and Corrective Actions.....	18

Best practice: Empowering women through resilience.....	20
India; Preventive and Corrective Actions.....	21
Turkey; Preventive and Corrective Actions	22
Workshop Vanhulley	24
Ruud's Rugzak (backpack)	24
Spread the voice	25
Final word	26

This is How we HAVE Positive Impact

We dream of a world that is safe. Not only at work when you wear our clothing, but also beyond. A world that is protected in every way against extreme conditions. A world where this applies to both the end user and the person who makes your product.

A sustainable and future-proof clothing industry

HAVEP produces workwear with a focus on quality, safety, and durability. Doing good for people and the environment is ingrained in the fabric of our 150-year-old family business. Generation after generation, we strive for positive impact. HAVEP works on three levels to build a sustainable and future-proof clothing industry.

Planet: A Circular Future

According to HAVEP, circular business practices are the key to a more environmentally friendly and future-proof clothing industry. By taking responsibility in design, procurement, production, use, and recycling, we are working towards a circular future.

People: A Future with Perspective

HAVEP advocates for good, safe working conditions and fair wages. Through direct contact with our suppliers and workshops, we are working towards a safe future with perspective for all workers in the chain.

Progress: An Innovative Future

HAVEP is developing a circular business model with safe working conditions and fair wages. By investing in transparency, innovation, and collaboration, we accelerate the transition to a sustainable and future-proof clothing industry.

In this report we will highlight the people part, you will all read about the people behind your clothes.

A Message from our CEO

Dear Business Partner,

As a company with over 150 years of textile production, HAVEP is more than just a business; we are a family company that has been passed down through generations. This long-standing heritage drives us to invest in the future, ensuring that our practices today lay the groundwork for a sustainable tomorrow.

As we look back on the past year, I am proud to say that HAVEP continues to go beyond the conventional boundaries of our industry, deepening our commitment to sustainability, social responsibility, and innovation. We are not just responding to change; we are actively shaping it.

This year, we have strengthened our local networks by closely collaborating with local experts to enhance our impact. We partner with workshops in Macedonia, Tunisia, and India, where our garments are crafted from the fabrics we provide. Each location presents unique strengths and challenges, which is why we rely on local social compliance consultants, workers' rights organizations, and other stakeholders to gain deeper insights and ensure the effectiveness of our practices. Additionally, we have local teams on the ground who play a crucial role in supporting these efforts, ensuring that our approach is both informed and responsive.

We focus on channels that empower workers to understand their rights and make their voices heard, reinforcing our belief that a responsible business listens to and supports its people. At HAVEP, we truly live by our slogan, "You'll Never Work Alone." This is not just a promise to our customers, but a principle that guides how we operate internally and with our partners.

Responsible business conduct is embedded in our daily operations, and this commitment is shared by everyone in our team. Whether in customer service, marketing, sales, or any other department, every member of our team understands why we are a Fair Wear member, the importance behind it, and how we have earned our leader status. This ethos drives our decision-making across purchasing, quality, planning, and management, ensuring that Fair Wear principles are at the heart of our processes. When team members travel to our production countries, they do so with a Fair Wear lens, collaborating closely with our sustainability team to uphold our high standards.

In the past, our primary focus was on the workshops where we produced the highest volumes. However, we recognize that this approach alone is not sufficient. That's why we've shifted to a more risk-based strategy, prioritizing attention to new workshops and those operating in more challenging contexts. This year, we've also implemented a gender lens to ensure that our practices are equitable and inclusive at every level.

A significant milestone this year has been the integration of True Price principles into our operations. This has allowed us to gain a deeper understanding of the real costs and impacts of our production processes, enabling us to take further steps within our supply chain to ensure we uphold our values of sustainability and ethical practice.

At HAVEP, we strive to be more than just a provider of workwear; we aim to be a sustainable digital expert partner, committed to driving positive change within our industry and beyond. Our journey is ongoing, and we look forward to the progress we will continue to make together.

Thank you for your continued trust and support.

Best regards,
Carl Schulze, CEO HAVEP

Code of Labour Practices Fair Wear

The Fair Wear Foundation's Code of Labour Practices comprises guidelines and standards aimed at enhancing working conditions in the clothing industry. This code, rooted in eight internationally recognized labor standards, serves as the cornerstone of Fair Wear's initiatives. Aligned with the conventions of the International Labour Organization (ILO) and the Universal Declaration of Human Rights, the Code of Labour Practices underscores Fair Wear members' commitment to upholding and enforcing these standards.

To ensure compliance with the Code of Labour Practices, Fair Wear conducts audits in factories and provides support and guidance to members in implementing improvements and preventing harm. Additionally, Fair Wear offers a complaint mechanism where employees can report any violations of the code, enabling appropriate action to be taken.

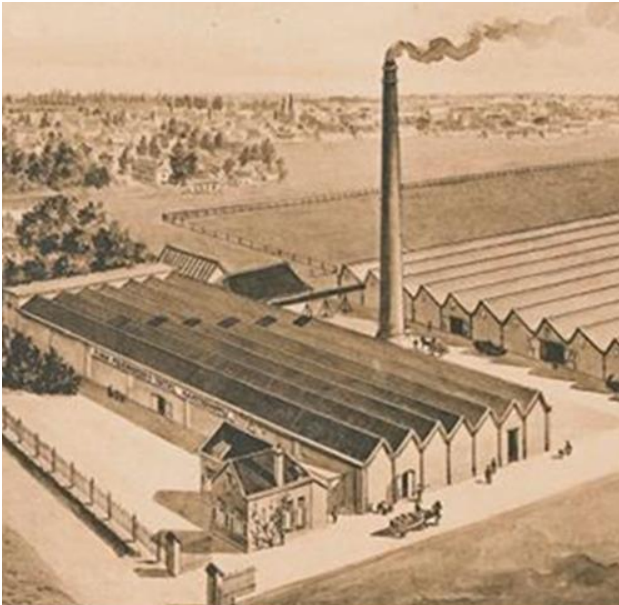
By adhering to the Code of Labour Practices of Fair Wear, members strive to promote fair and ethical clothing production, where the rights and dignity of workers are respected and protected. HAVEP has been a member of FWF since its early days, in 2004. All our suppliers have also signed the FWF Code of Labour Practices (CoLP), thereby agreeing to endorse decent labour standards and are willing to be audited at any time

FAIR WEAR the 8 elements of Fair Wear's code of labour practices

- **1** Employment is freely chosen
- **2** Freedom of association and the right to collective bargaining
- **3** No discrimination in employment
- **4** No exploitation of child labour
- **5** Payment of a living wage
- **6** Reasonable hours of work
- **7** Safe and healthy working conditions
- **8** A legally binding employment relationship

Where is your HAVEP product made?

HAVEP is a 158-year-old family company with a long history in the production of fabrics and garments. It was founded as a company where spinning, weaving, finishing and assembly took place under one roof. Nowadays HAVEP is one of the oldest textile companies in The Netherlands. Over the years, production of fabrics and assembly of garments were gradually relocated abroad. The expertise we developed over more than a century of integrated production however still exists and has enabled us to build strong partnerships with our suppliers and manufacturers, based on knowledge, support and mutual understanding. Interested in our full history? Learn more about it [here](#).



In 2022 HAVEP moved to a brand-new HQ and warehouse, leaving behind lots of history in the buildings and at the location where it all started. The legacy and work on a sustainable future will be continued in a brand-new circular building. Designed by Paul de Ruiter Architects, it was the most circular utility building in the Benelux in 2022. The solar canopy is made from recycled construction parts of the old HAVEP building, and the 1,100 wooden Iroko planks on the facade were sourced from another remarkable donor structure: the historic Tripolis buildings on Amsterdam's Zuidas. The remaining materials are primarily biobased and recyclable. For example, the wooden load-bearing structure is fully demountable. The building is energy-neutral, thanks to the use of flax as an insulation source, 1,200 existing and 400 new solar panels, and heat pumps. Recycled materials were also used in the interior. The existing shelving is reused in the new warehouse, and some of the furniture and lighting fixtures have been carried over. The textile industry requires significant changes to achieve sustainability, which is our top priority. We therefore demand a lot from our partners and believe that we must set the right example—something we strive to do with our building.

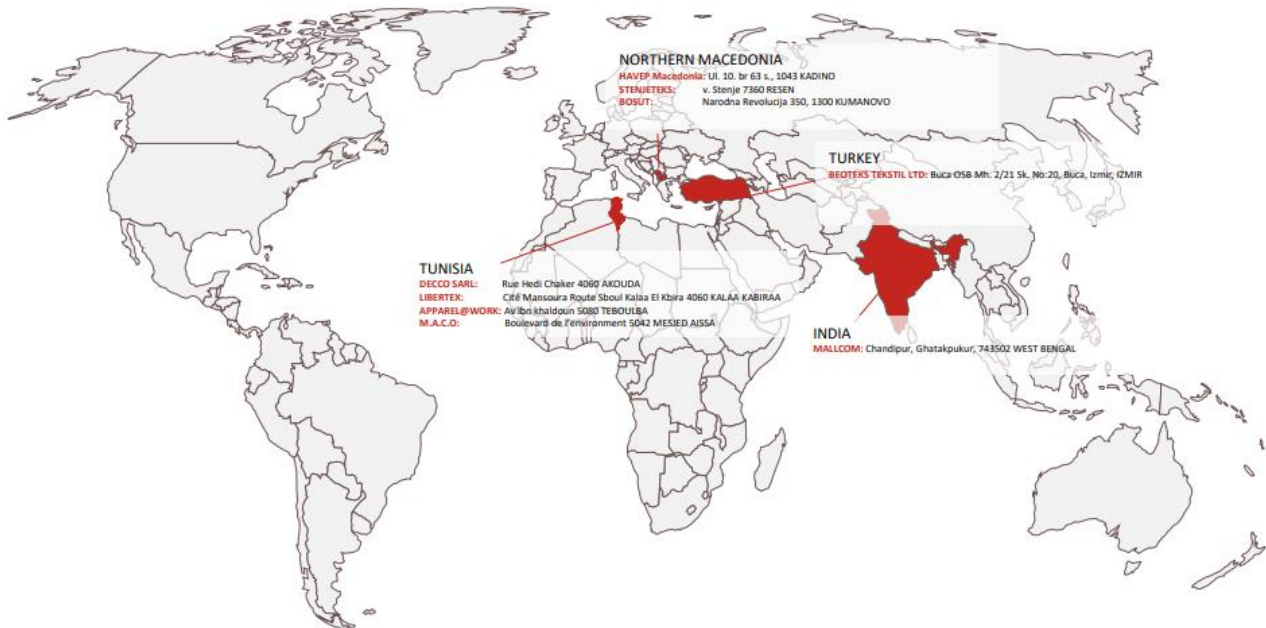
Nowadays, HAVEP designs and manufactures workwear and protective wear. Our apparel is supplied in various sectors, including building construction, chemical and heavy industry. High requirements apply to the garments we produce, in order to guarantee the highest protection and safety during work. This means that constant quality must be delivered. Therefore, we attach great importance to long term relationships with our suppliers and manufacturers. We produce mainly according to the CMT (Cut, Make and Trim) model. This means we are fully controlling all steps from development to the production of our clothing. Design of our models takes place at our confection department in Goirle. Sourcing of our fabrics is done by our team of fabric specialists in combination with the purchasing department. After the fabrics arrive in our warehouse in Goirle, we ship them together with the patterns and related trimmings to one of our production locations, where the garments are assembled.

Our primary production countries are North Macedonia and Tunisia, which together account for 93.5% of our total production. We have had a presence in these countries for several decades. In 2013, we established our own factory in North Macedonia, HAVEP Macedonia, where approximately 16% of our products are manufactured. Our platform, VP Impex in North Macedonia, manages the relationships with our suppliers in the region.

In Tunisia, we operate through our platform VP Tunisia, which oversees the quality and production processes at our partner suppliers. VP Tunisia also handles the creation of digital drafts, cutting patterns, and prototypes. In both countries, we employ a team of Quality Control (QC) officers who are in daily contact with our suppliers, providing production support, training, quality checks, and progress updates.

Since 2022, we have begun collaborating with one supplier in Turkey and another in India on a Ready-Made-Garment (RMG) basis. In 2023, 1.55% of the volume came from India and 1.55% from Turkey. For these partnerships, we work with nominated suppliers for fabrics and maintain regular communication with our suppliers. Additionally, we have recruited a quality manager in India to support operations.

For several years, we worked with a factory in Bangladesh, but in 2022, we decided to discontinue production there. As a smaller buyer with limited influence in a high-risk region, we opted to focus on fewer regions where we can have a greater impact. Below, you will find an overview of our production share by country and a world map of all our Tier 1 suppliers.



OVERVIEW PRODUCTION LOCATIONS HAVEP – JULY 2024

Country	# of factories	Share of production
North Macedonia	4	54%
Tunisia	7	39,5%
Turkey	1	1,5%
India	1	5%

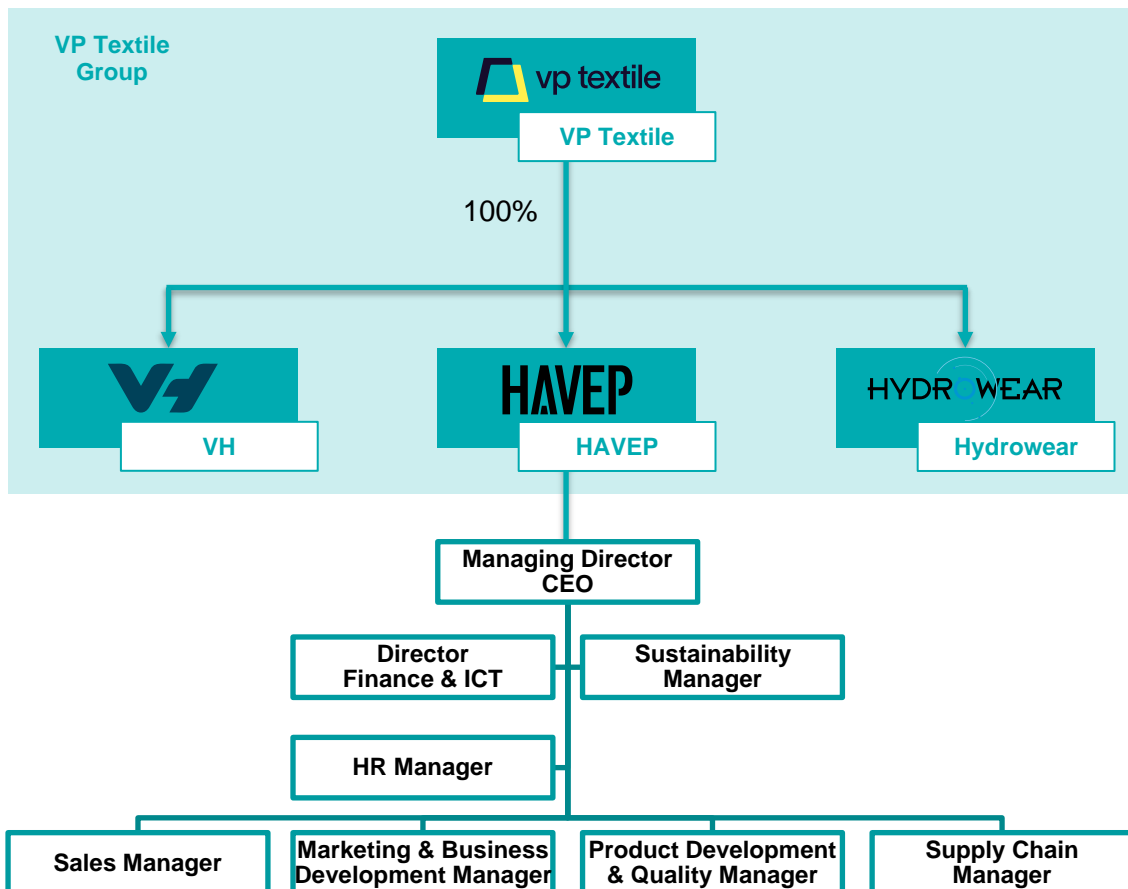
Have also you seen the "How It's Made" label on your product? Scan the QR code, and one of the workers who crafted it will introduce themselves.

Fair practices embedded in our team

At HAVEP, it all begins with our commitment to understanding the principles of the Code of Labour Practices (CoLP). Sustainability is ingrained in our onboarding process for new employees, with a focus on incorporating Fair Wear principles. Those who share our stories receive regular sustainability training, including our sales team, where Fair Wear is a key topic of discussion.

Our country managers in Macedonia and Tunisia play a crucial role in understanding the local context. Similarly, our procurement team in Goirle brings years of experience from other countries and the regions where we operate. Since 2023, we have also started sourcing from India, and we have recently hired someone specifically for this purpose. This new team member works with Hydrowear and Havep, two brands under VP Textile that collaborate with the same Indian supplier. In a new region like this, having a local expert is immensely valuable for understanding the regional context. Our workshops are regularly visited by country managers, procurement specialists, and other HAVEP staff—some weekly, others annually. What's paramount is that everyone always wears their 'Fair Wear hat,' as CEO Carl van Schulze often emphasizes. Fair and ethical production isn't just an add-on; it's woven into our company culture and way of working.

The management team of HAVEP is displayed below.





HAVEP is proud to be part of the VP Textile group, which is home to three brands working collaboratively towards a shared mission: crafting high-quality products that contribute to a better, more sustainable environment. HAVEP closely collaborates with Hydrowear and Van Heurck, each with its unique supply chain and product offerings. Despite our differences, we share similar sustainability missions and recognize the need for innovation. We may travel different paths, but we all inhabit the same Earth and therefore strive for common goals.

Responsible business conduct policy

Our Responsible Business Conduct (RBC) policy is designed to ensure that our operations are ethical, socially responsible, and environmentally sustainable. This policy guides our efforts to minimize negative impacts and maximize positive contributions to society and the environment. Through our RBC policy, we strive to be a leader in ethical and sustainable business practices, ensuring a positive impact on the environment and society while maintaining strong, transparent, and fair partnerships.

We believe that true collaboration means treating each other as equals and understanding the unique challenges and opportunities within local contexts. By respecting our partners' expertise, we co-create solutions that benefit everyone involved. Our journey begins with an intrinsic motivation to do good, and that is also where it starts for us with our partners operates with Partnership Principles for its suppliers, factories, manufacturers, production sites, contractors, subcontractors, and other workplaces. These HAVEP Partnership Principles represent our Responsible Business Conduct (RBC) policy and our Human Rights & Environmental Due Diligence (HREDD) policy. This policy is based on several international guidelines:

	<ul style="list-style-type: none"> ■ The United Nations Guiding Principles on Business and Human Rights (UNGP, 2011); ■ Human rights from the Universal Declaration of Human Rights (UDHR) and their elaboration in binding treaties relevant to labour and business;
	<ul style="list-style-type: none"> ■ The OECD Guidelines for Multinational Enterprises (2011), the OECD Due Diligence Guidance for Responsible Business Conduct (2018), and the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector (2017);
	<ul style="list-style-type: none"> ■ The fundamental labour standards as established in the conventions of the International Labour Organization (ILO), concerning the abolition of forced labour and slavery (29, 105), the abolition of child labour (138, 182), the elimination of discrimination in employment and occupation (100, 111), and the freedom of association and the right to collective bargaining (87, 98); ■ Labor standards as set out in ILO conventions concerning working hours (1) and workplace safety and health (155);
	<ul style="list-style-type: none"> ■ The concept of a living wage, defined as the income of self-employed individuals and employees.

Each year, we conduct Environmental, Social, and Governance (ESG) reporting. This comprehensive assessment involves evaluating risks associated with our business activities, ranging from environmental impacts to social and governance issues. Through this rigorous reporting process, we identify and mitigate potential negative impacts on the environment and society, ensure compliance with legal and ethical standards, hold ourselves accountable to our stakeholders and the broader community, and set measurable goals for continuous improvement in our sustainability practices.

A new exciting development at HAVEP is that we are utilizing the True Price concept to redefine product costs, with a focus on sustainability and transparency. True Prices are an economic concept that reflects the real cost of a product or service by incorporating all hidden costs, such as environmental impact and social inequality. In addition to regular production costs, external costs, including environmental damage and unpaid social costs, are factored into the price. The aim of True Price is to create transparency, Environmental Social enable consumers to make better-informed choices and encourages producers to operate more sustainably.

HAVEP is not only actively engaging with the True Price concept but has also developed and implemented a prototype for calculations (with primary and secondary data), which already includes the use phase and first steps in social cost throughout the value chain.

Plans for the future involve further deepening this analysis to incorporate detailed scrutiny of social costs and recycling options, marking a progression from the current practice to a more comprehensive and nuanced application of the True Price concept.

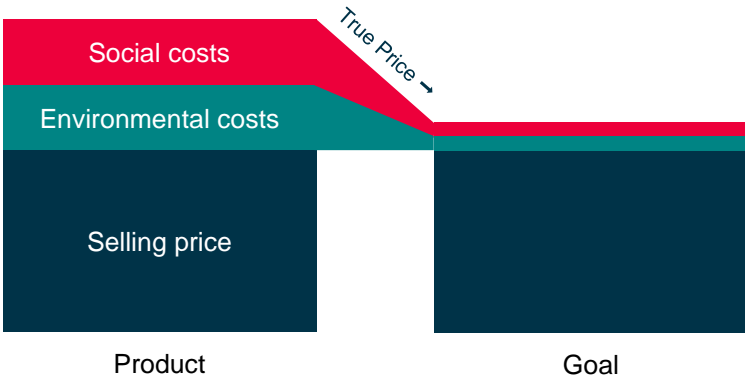
True Price Calculation

True Price is an economic concept that reflects the real cost of a product or service by incorporating all hidden costs, such as environmental impact and social inequality.



Impact on climate change, soil pollution, energy use, use of scarce materials, land use and -transformation, air pollution, water usage, water pollution

Forced labour, gender inequality, health & safety incidents, underpayment, lack of social security, lack of fair wage, excessive overtime, intimidation, lack of freedom of association



Human Rights Due Diligence

Human Rights Due Diligence is part of the Responsible Business Conduct Policy. In this chapter and the next, we will explain how HAVEP is handling this for Tier 1; how we monitor the working conditions in the factories where our products are manufactured.

Corporate Social Responsibility (CSR) is a continuous process. To make sure that the policy, goals and relevant measures stay up to date in mitigating optional negative impact, HAVEP uses a yearly due diligence cycle. The HRDD process consists of six steps, including:

1. Embedding the Responsible Business Conduct (RBC)
2. Identify actual and potential harm
3. Cease, prevent or mitigate harm
4. Track progress
5. Communication
6. Remediation

For the assessment of potential human rights risks in the factories where our products are made, we use both primary and secondary data. We do this to obtain the most comprehensive picture of the situation, enabling us to take effective action. Ultimately, the goal is to check risks related to the Code of Labour Practices, analyse where the greatest risks lie, and prioritize actions to make an impact on workers. This contributes to the quality of work and, consequently, the quality of life for individuals.

A primary source is information directly observed at a factory, focusing on a particular context. Secondary data, on the other hand, refers to sources that do not specifically delve into the respective factory but rather focus on the region (e.g., country studies) or on a similar situation in the region (e.g., another factory in the same area).

We first examine the secondary data and then verify its alignment with the primary data. In this context, primary data takes precedence. Subsequently, we determine the level of risk for each CoLP topic for each factory. Secondary data will be updated annually, while primary data is continuously collected, resulting in overlapping information flows in practice.

Weight is assigned to identified risks, giving priority to primary data over secondary data. Additionally, data from independent sources (i.e., not from our own colleagues) carries greater weight. Ultimately, a total risk score is assigned, ensuring an inclusive and systematic approach to risk assessment. Below is more information about the information flows.

Primary data	Secondary data
FWF Audits: Audit findings are translated into potential risks. In high-risk countries, audits may be conducted more frequently (once every two years).	Literature: FWF country studies, CSR Risk Check, Transparency International, Global Slavery Index, Freedom House, OECD Due Diligence Checker, UN sources, and ILO sources. We aim to incorporate more local literature to provide insights specific to the region.
FWF Complaint System: Complaints are resolved and documented to prevent recurrence.	Webinars by FWF or other labour right organizations
Regular meetings with local Tunisian, Macedonian and India team	NGO Consultations: Engaging with NGOs specialized in working conditions in the textile sector

FWF health & safety Questionnaires , conducted during visits from quality department	Brand Collaborations: insights from brands with an FWF status or other fair trade status producing textiles in the same regions
Training Sessions: Input from these sessions is transformed into potential risks.	
Conducting in-depth research and root cause analyses on high risks through interviews with management, union representatives, workers, and regional stakeholders.	

Based on the risk analysis we can define the highest risks and prioritize the cease, prevention or mitigation of the harms. All risks are rated based on the likelihood and severity following below scheme:

		LIKELIHOOD				
		Rare	Unlikely	Possible	Likely	Almost certain
SEVERITY	Catastrophic	Moderate	Moderate	High	Critical	Critical
	Major	Low	Moderate	Moderate	High	Critical
	Moderate	Low	Moderate	Moderate	Moderate	High
	Minor	Very low	Low	Moderate	Moderate	Moderate
	Insignificant	Very low	Very low	Low	Low	Moderate

To track the progress of prevention and remediation we have continuous contact with our production locations and ask for evidence that show the progress has been made and remediation can be concluded. Our communication towards stakeholders will be done through the Fair Wear social report that we publish on our website.

There are three important elements to prevent harm and drive positive social impact: responsible purchasing practices, the voice of the worker, and preventive and corrective actions with the factories. The following chapters will explain how we address these elements.

Responsible Purchasing practices

Agreements

Next to HAVEP Partnership Principles represent our Responsible Business Conduct (RBC) policy, HAVEP maintains contracts with all its sewing workshops, providing a strong foundation of certainty and mutual commitment. These contracts not only ensure the reliability of our partnerships but also incorporate our commitment to Corporate Social Responsibility (CSR).

Specifically, clause 17 of our contracts outlines our CSR requirements. HAVEP is dedicated to maintaining good workplace conditions for the garment workers in these workshops. As part of our CSR policy, we are a member of the Fair Wear Foundation (FWF), and we only collaborate with suppliers who are willing to work with FWF and adhere to its Code of Labour Practices.

By entering into an agreement with HAVEP, suppliers commit to upholding the FWF Code of Labour Practices and are required to return a signed questionnaire confirming their compliance. Suppliers must always comply with both national laws and the FWF standards.

HAVEP regularly monitors labor standards at our suppliers and works closely with them to implement any necessary improvements. Suppliers are expected to be fully transparent with HAVEP regarding their labor practices, including wages and working hours. Moreover, HAVEP, or

a designated representative (including FWF), has the right to inspect suppliers' factories at any time to audit their labor standards.

The contract also permits HAVEP to share specific information about the supplier's factories with FWF, such as factory name, address, production type, and audit information. This information may be published on FWF's information management system and websites, as well as shared with local stakeholders aiming to improve labor conditions.

This comprehensive approach ensures that all parties involved are aligned with HAVEP's commitment to ethical practices and fair labor conditions.

Sourcing and planning

As a company specializing in workwear and protective wear, HAVEP does not operate with seasonal collections. Instead, we offer long-running collections that integrate both summer and winter garments. We deliver weekly CMT (Cut, Make, Trim) orders and supply the necessary fabrics and trimmings to our garment factories. These orders are allocated across our production locations based on their capacity and expertise with specific models. Clothing is supplied from our stock in Goirle, the Netherlands, which is replenished by stock orders produced in Tunisia, North Macedonia, Turkey, and India. For customer-specific orders, we operate on a "make-to-order" basis, where items are planned and produced according to individual requirements.

To ensure efficient production, we use a classification system to determine the difficulty level of our products. This system helps us decide which items can be produced in specific workshops.

Our contracts embody a fair partnership approach, avoiding undue pressure on our suppliers while fostering mutual benefit. For instance, HAVEP provides suppliers with a rolling forecast for the upcoming six months, updated quarterly. The forecast includes a detailed production plan for the first two months, with a commitment to keeping deviations within 10%. The remaining four months are provided as non-binding, good faith estimates.

The Parties agree to collaborate on resolving issues related to quality, delivery schedules, and payments. We will work together to develop realistic production schedules and delivery timelines, considering regular working hours and potential delays. We will also provide reasonable assistance during any transition of production to HAVEP or an alternative supplier.

In the event of discrepancies or issues with the manufacturing order, both Parties will collaborate to find solutions that minimize disruption. For defective products, HAVEP and the supplier will jointly determine the best course of action, which may include reworking the products or providing technical assistance.

Additionally, HAVEP will consider the supplier's cash flow when managing payments to ensure a fair and supportive partnership.

Evaluation cycle

HAVEP employs a structured evaluation system to assess suppliers' human rights performance. We use a balanced scorecard approach, evaluating factories on Corporate Social Responsibility (CSR), quality, product development, and supply chain efficiency, with CSR carrying significant weight.

The results of these evaluations are discussed with suppliers to pinpoint areas for improvement. These outcomes directly influence our purchasing decisions. High-performing suppliers are often awarded long-term contracts, while those with lower scores undergo closer scrutiny. Our CSR and purchasing teams will engage with these suppliers through detailed discussions and onsite visits to address any issues and drive necessary improvements.

New suppliers

At HAVEP, it is standard procedure to inform new suppliers about our Fair Wear membership as part of our commitment to ethical labor practices. This is embedded in our sourcing strategy, which is a key component of our RBC policy. Our onboarding process for new suppliers is carefully structured and must be completed before placing the first order.

Initially, HAVEP provides new suppliers with comprehensive information about our Fair Wear membership, including the Fair Wear Code of Labour Practices (CoLP) and the Worker Information Sheet (WIS). We also request additional details from potential suppliers through a detailed questionnaire to gather information about previous audit results and subcontracting partners. This process was recently applied to a supplier in India and another in Türkiye. The Indian factory, which was newly established, is part of a production partner already engaged with other brands within the VP Capital Group. In 2022, our purchasing department staff traveled to the Indian supplier to oversee the onboarding process and initiate discussions about human rights and collaboration on this front. In Türkiye, HAVEP has been working with the factory since 2014 as an external producer, and since 2022, we have established a direct business relationship with them.

Before commencing production at any new factory, we emphasize the importance of implementing robust labor practices. Signing the Fair Wear Code of Labour Practices is a mandatory part of the contracting process. Additionally, worker information sheets are distributed to ensure all employees are informed. Throughout the year, our local staff conduct multiple visits to production sites to verify compliance. They ensure that all Fair Wear folders and notification points are in place and accessible to all employees, reinforcing our commitment to fair and ethical practices at every level of our supply chain.

Subcontracting

The risk in the textile chain often lies with subcontractors. This occurs when a workshop cannot handle a customer's request and hires a smaller workshop to manage it. These requests are made by the workshops themselves, and a customer is not always aware of this or does not know about it. When you don't know where your products are made, you can't engage in dialogue, check, monitor, or improve working conditions. Risks like child labor can be higher with these types of production facilities. Read more about this specific issue [here](#).

At HAVEP, we are very aware of this, and that is why we have contracts with our workshops regarding this matter. In addition to this contract, we take several concrete steps:

- We discuss with our workshops whether the requested production is possible and what the appropriate timeline is. This way, subcontracting does not need to occur.
- At HAVEP, we are always innovating and we involve our workshops in this process so that we continue to grow and develop together.
- Is subcontracting still necessary? Then workshops must always ask for permission when they outsource something and specify to whom.
- We only give permission if the subcontractor has been audited and visited by us, and it can be concluded that no major human rights risks are present and the subcontractor is motivated to continuously improve and create fair conditions for the workers.
- From this moment, the subcontractor is no longer a subcontractor for HAVEP, but a direct partner whom we visit regularly, sometimes unexpectedly, so we can immediately detect when production is being outsourced. This way, we maintain control over where our clothing is produced.

The voice of the worker

At HAVEP, we believe that ethical business practices are achieved not only through top-down policies but also by empowering the voices of the workers on the ground. A bottom-up approach ensures that the needs and insights of workers are heard and addressed, fostering a more inclusive and effective work environment. We are committed to creating a more participatory environment where workers can voice their opinions and contribute to decision-making processes. This includes regular meetings with workers' representatives, facilitating open dialogues, and encouraging feedback from all levels of the organization.

Workers Representatives

Workers' committees in textile factories play a crucial role in promoting workers' rights and improving working conditions. These committees act as a bridge between the workforce and factory management, addressing workers' concerns, facilitating dialogue, and negotiating terms related to wages, working hours, and workplace safety. In 2024, we will further investigate how workers' representatives are organized within our supply chain. Our goal is to assist these representatives in amplifying the voices of workers, ensuring that their concerns and suggestions are effectively communicated and addressed. By understanding the structures and challenges faced by workers' representatives, we can provide targeted support and resources to enhance their effectiveness.

Worker Rights and Training

Educating workers about their rights is crucial, and we prioritize training programs that inform them about the Code of Labour Practices (CoLP). These sessions are designed to equip workers with the knowledge they need to advocate for their rights and improve their working conditions. In 2022, we conducted Worker Education Programme trainings provided by Fair Wear at HAVEP Macedonia, A@W, Decco and Libertex. In 2023, we held a training session at Bosut. We plan to expand these trainings to additional partners in 2024.

Additionally, workers are informed about Code of Labour Practices Posters, which are required to be displayed in every garment factory we collaborate with. We ensure that the posters are available in local languages to accommodate diverse linguistic needs.

Complaints handling

One the same posters which are visually describing the Code of Labour Practices, are also having a contact numbers for complaints. The complaint procedure allows workers or their representatives in garment factories to raise concerns about working conditions and the implementation of the code of conduct through the Fair Wear Foundation (FWF) grievance mechanism. This procedure is also available to other parties involved, such as suppliers who may wish to complain about the implementation of FWF procedures, or NGOs reporting on labor conditions in factories.

The procedure for handling a complaint is as follows:

1. The system is implemented by informing workers about the FWF grievance mechanism and posting the "Worker Information Sheet" in the factory.
2. The complaint is submitted by the complainant.
3. The complaint is received and reviewed by the responsible FWF complaint handler.
4. The complaint is reported to the FWF member brand.
5. The member brand requests a response from the related supplier regarding the initial complaint.

If the complaint is deemed valid, the following steps are taken:

1. Further investigation of the complaint.
2. Development of an action plan for remediation and a timeline.

3. Verification of the complaint remediation by HAVEP.
4. Verification of the complaint by FWF.
5. Publication and confirmation of the complaint resolution.

Corrective and Preventive actions

As a Fair Wear brand, we are dedicated to ensuring that the action plans at our production locations effectively prevent or mitigate human rights risks. Since our partnership with VP Textile Group began, we have implemented a standardized remediation system to track risks, monitor Corrective Action Plan (CAP) follow-ups, and carry out preventive actions in our factories. This system ensures a structured approach to prioritization, remediation, and prevention. To begin, let's take a closer look at the integration of our monitoring activities.

HAVEP selects its suppliers based on a variety of technical, financial, quality, and sustainability criteria, as previously mentioned. We ensure continuous monitoring of our workshops in North Macedonia, India, and Tunisia by visiting these locations on a (bi)weekly basis. These visits are conducted by our own local employees, including the HAVEP country manager and local quality staff. We strive to visit all production locations regularly. In 2023, our Turkish supplier was the only location not visited, but we are planning to explore a visit and further collaboration in 2024.

In addition to our own visits, we also use external assessments to evaluate working conditions. Fair Wear assessments involve an onsite factory visit, which lasts between one to one and a half days. Additionally, offsite worker interviews are conducted prior to the assessment. These interviews, which gather information directly from the workers, are a crucial component of the evaluation. The interviewer, who spends time around the factory, begins to form an impression of the working conditions even before the onsite visit. The worker interviews highlight areas that need further inspection and reveal potential discrepancies during the factory visit. A Fair Wear assessment is conducted every three years, but if circumstances change and higher risks emerge, we may decide to perform assessments more frequently. Below are the dates of the most recent and planned assessments at all locations we work with:

Factory Name	Country	Previous Fair Wear assessment date	New Fair Wear assessment planned in
A@W Site 1 (Detis)	Tunisia	2022	2025
A@W Site 2 (Droes)	Tunisia	2023	2026
A@W Site 3 (Tric)	Tunisia	2021	2024
BEOTEKS TEKSTIL LTD.	Turkey	2022	2025
Decco	Tunisia	2021	2024
DPTU Bosut DOO Kumanovo	North Macedonia	2021	2024
HAVEP Macedonia	North Macedonia	2020/2021	2024
Libertex	Tunisia	2023	2026
M.A.C.O Sarl	Tunisia	2023/2024	2027
Mallcom (India) Limited Chandipur	India	2023	2026
Sotico group	Tunisia	2022	2025
Stenjeteks	North Macedonia	2021	2024

To monitor progress in the implementation of the Code of Labour Practices, we utilize Fair Wear assessments conducted on behalf of HAVEP, as well as external audits such as those by Amfori BSCI or SMETA. In addition, we conduct stakeholder interviews, analyze worker feedback channels, and more, as explained in previous sections. We follow up on the findings, prioritize the

needs, and conduct root cause analyses for significant structural issues at each factory. Each factory has its own specific plan, which we monitor during visits by the sustainability team, quality or procurement teams, or the local country manager. We also hold digital meetings with the sustainability team and/or country manager, and maintain communication via phone and email. We refer to these efforts as Preventive and Corrective Actions.




Macedonia; Preventive and Corrective Actions

HAVEP already started sourcing in North Macedonia since 1969 and was the first FWF member in this country. North Macedonia is our “home base” where we also have our own factory. In 2023 54% of our total production volume came from our Macedonian production partners: HAVEP Macedonia, Stenjeteks, Bosut and Hateks.

In October 2020, our own production facility in North Macedonia was audited by FWF and was praised by the audit team for their good practices: “In the end, it is worth to mention that the HAVEP Macedonia factory is one of the best examples of how the garment should be established and how it should treat its employees. We as auditors praise such commitment and recommend it as a good example.”

In 2023 no audits were conducted in North Macedonia. We have followed-up on previous audits in cooperation with our Country manager and the factory management. We did a Worker Education Programme training provided by Fair Wear at our partner BOSUT.

In 2023, we decided to reduce our collaboration with Hateks due to ongoing quality issues, despite long-term efforts to improve them. A responsible exit strategy was developed and implemented. We will continue production there until mid-2024, giving them ample time to find new customers, and we are also offering assistance in this process.

	<p>CoLP 1 <i>Employment is freely chosen</i></p>
<p>When we think of employment that is not voluntarily chosen, we can think of things like human trafficking or situations where people are paid nothing to extremely little for their work. Fortunately, these are not the cases where we see risks, because we have selected partners who keep away from such practices. However, there is a risk that can occur in our factories: people may be pressured to work overtime to fulfill orders as quickly as possible. Therefore, our actions to support reasonable working hours are crucial, as explained later in this table. It is also important to ensure that overtime is voluntary, that management sets fair policies, and that workers are aware of their rights.</p>	
	<p>CoLP 2 <i>Freedom of association and the right to collective bargaining</i></p>
<p>Stenjeteks, one of the factories where we produce, has a union. It is one of the few factories in the country with an union. In the other factories, workers are aware of the union's existence but can choose whether or not to join. It's important to note that all HAVEP Macedonia and partner factories have elected worker representatives who hold regular meetings and are actively involved in the development of HR policies whenever possible.</p> <p>In 2024, we will be implementing a worker satisfaction survey at HAVEP Macedonia, along with a related monitoring system, to gain deeper insights from the workers. Worker representatives will be involved in the development process, and the results will be discussed with them. They will also play a key role in creating the follow-up action plan. Additionally, we will share this survey with partner factories in Macedonia as an example.</p>	
	<p>CoLP 3 <i>No discrimination in employment</i></p>
<p>HAVEP in Macedonia, a company with 95% women, celebrates International Women's Day every year with a flower for each lady. Empower women, empower society!</p>	

We are focusing on implementing a gender lens to examine whether labor rights violations may vary or be more prevalent based on gender or other groups in the workplace. We started collecting data in 2023, and are going to extend it in 2024.



CoLP 4 No exploitation of child labour

In Macedonian textile factories Child Labour is recognized as a very low-level risk. Factories should develop written policies regarding juvenile workers and apprentices.



CoLP 5 Payment of a living wage

We believe it is essential that workers receive at least the minimum wage, which is a fundamental requirement for all our partners. Furthermore, we are actively exploring what constitutes a fair living wage. While we have previously met the living wage standard in Macedonia, inflation and rising costs have caused us to fall short of that benchmark. In response, we are developing a strategy in 2024 to address this issue.



CoLP 6 Reasonable hours of work

Working week in Macedonia is often 48 hours from Monday to Saturday, eight hours per day, which is total 48 hours. By law, a regular workweek is 40 hours where an average of eight hours of overtime per week is permitted and one day off every seven-day period is obligated. In Macedonia there is a risk that the legal maximum will not be respected and that more than the permitted overtime hours will be worked. However, in all factories HAVEP's work with, workers only work 40 hours a week, 5 days a week and not 6.



CoLP 7 Safe and healthy working conditions

The overall health and safety awareness in the workplace in Macedonia is generally very low among workers. A common issue is the lack of compliance with the law, particularly the absence of workers' Health and Safety (H&S) representatives and inadequate training on Occupational Health and Safety (OHS). As a result, workers often fail to recognize the risks and dangers in the workplace that could lead to accidents or injuries. Fortunately, HAVEP Macedonia and our partner factories do have H&S representatives, who receive annual training from external licensed parties.



CoLP 8 A legally binding employment relationship

One of our partners received advice to improve the clarity of the terms and conditions and to ensure that workers always receive a copy. We collaborated with our partner on this corrective action and successfully resolved the issue.

Tunisia; Preventive and Corrective Actions

HAVEP started sourcing in Tunisia in 1978. In 2023 it is still one of the two main sourcing countries for HAVEP (47%). In 2022, HAVEP produced at 4 production locations in Tunisia; A@W, Decco, Libertex, and M.A.C.O.



CoLP 1 Employment is freely chosen

We consider forced labour as a low risk in Tunisia. There are no signs of forced labour in Tunisia according to the General Direction of Labour Inspection and Conciliation. All work is done based on the consent of employees, oral or written which means this standard is fully applied in Tunisia.



CoLP 2 Freedom of association and the right to collective bargaining

All our Tunisian partners adhere to the Collective Bargaining Agreement (CBA). In the Tunisian garment

industry, a CBA is a legally binding contract negotiated between employers (or their representatives) and trade unions representing the workers. It establishes the terms and conditions of employment, including wages, working hours, benefits, and other workplace policies. The CBA in Tunisia's garment sector includes provisions ensuring that workers receive wages higher than the national minimum wage. The agreement is designed to protect workers' rights, improve working conditions, and provide a framework for resolving disputes between workers and employers.



CoLP 3 No discrimination in employment

We are focusing on implementing a gender lens to examine whether labor rights violations may vary or be more prevalent based on gender or other groups in the workplace. Certain groups might not feel confident or free to speak up, so it is crucial that we are aware of these dynamics to take appropriate action and prevent harm. We have begun collecting gender data to better understand gender dynamics with the goal of promoting equality and inclusion.



CoLP 4 No exploitation of child labour

In the informal garment factories Child Labour is recognized as a low-level risk. The risk is bigger in the informal sector where micro and small companies ignore child labour regulations. For this reason, we are very strict with subcontracting, read more about it in the Responsible Purchasing Practice chapter.



CoLP 5 Payment of a living wage

We are committed to paying a living wage that not only meets basic needs but also allows workers to build a better life. We believe workers should be able to negotiate their salaries, and we adhere to the collective bargaining agreement (CBA) in garment factories. All our partners follow the CBA. In Tunisia, the CBA wage is about 34% higher than the minimum wage. [Previous research](#) has found that CBA coverage applies to only twenty percent of workers. While we are unsure if this figure is accurate, we hope more organizations will adopt the CBA and be inspired by our example.

Fair Wear's living wage estimate exceeds CBA wages. To bridge this gap, most partners have introduced a bonus system to reward workers for meeting production, quality targets, and attendance. The living wage is based on the cost of living for a household of four, though estimates vary. Most of our workers are in dual-income households, which helps alleviate some challenges. In 2024, we will continue working to close this gap. In one of the factories, we conducted a survey to better understand our workers' needs.



CoLP 6 Reasonable hours of work

In Tunisia, there is a risk of excessive overtime. At our partners in recent years there were no cases of excessive overtime, exceeding 60 hours per week. However, we are taking action to prevent cases of excessive overtime. First, factory management must understand what constitutes reasonable working hours and the risks associated with failing to adhere to them. Second, HAVEP manages lead times carefully. We maintain regularly contact with the production site and are flexible in granting additional time when needed. This includes pre-discussing any requirements during public holidays or other days off. For more detailed information on responsible sourcing, please refer to the Responsible Purchasing Practices chapter.



CoLP 7 Safe and healthy working conditions

Previous Fair Wear assessments provided several recommendations for improvements at partners, or example regarding hygiene, building safety, and ergonomic policies. In response, our partners implemented various actions, such as providing anti-fatigue mats, conducting fire safety training at several locations, and developing a new canteen at one site.

Health and safety go beyond the physical aspects. As a Fair Wear brand, we believe in investing in initiatives that address complex issues and prevent harm. In collaboration with Van Heurck, we have invested in the "Empowering Women Through Resilience" program. This initiative aims to enhance understanding of the causes and effects of psychological harassment and to develop strategies for its prevention. You can read more about it below this table.



CoLP 8 A legally binding employment relationship

Labour flexibility can be an issue in the Tunisian garment industry. A large part of the workers in Tunisia garment factories are occupied on short-term or fixed-term contracts. We collect data about permanent and short term contracts and are in dialogue with our partners about the importance of stability with an agreement for workers. We also try to give our partners stability, please see chapter Responsible Purchasing Practices, so that they are able to give stability to their employees.

Best practice: Empowering women through resilience

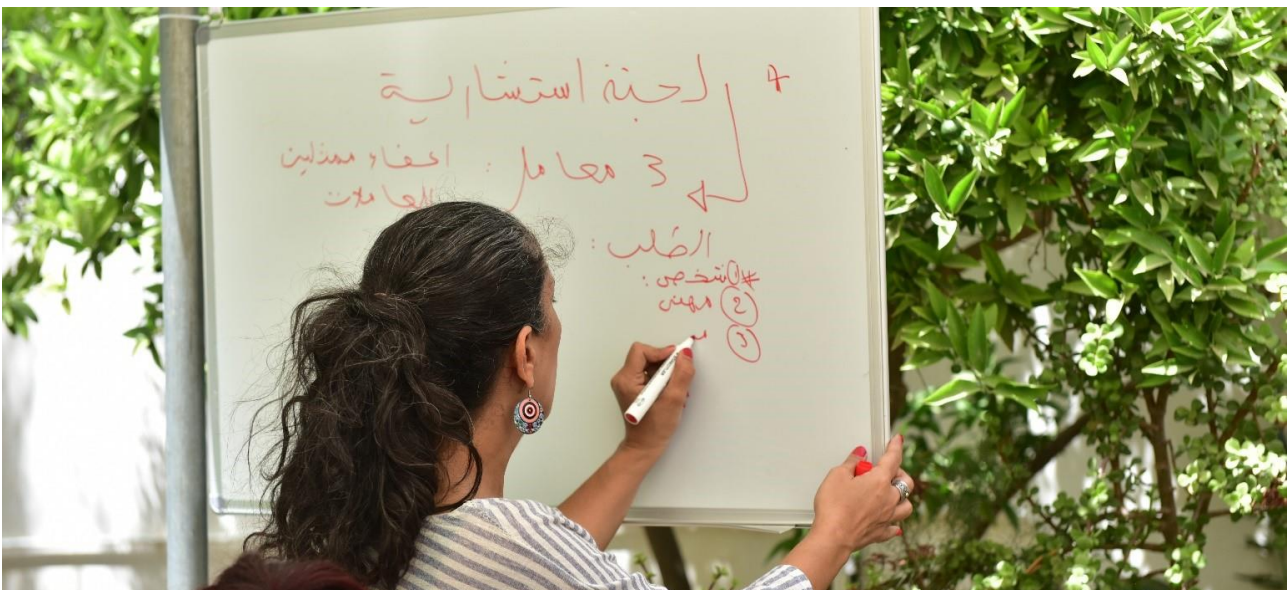
As a Fair Wear Leader, we aim to go beyond standard practices. We delve deeper into the complex issues within the textile supply chain. Since 2023, we have integrated a gender perspective into all our Code of Labour Practices.

In country studies from Tunisia, it has been highlighted that violence against women and girls is a significant risk. Most of these incidents occur within the private sphere, and evidence suggests that women frequently face sexual harassment in the workplace. Despite our internal inspections, worker dialogues, and other assessments, no such cases have been reported. However, we acknowledge that addressing societal challenges like these requires proactive measures. Therefore, we have decided to partner with Van Heurck and initiate a program at their Tunisian factory, A@W.

To address this, we sought training programs that could enhance our efforts. After engaging with several potential partners, we found Sheriffa Tlili, a feminist and psychologist, who could effectively understand and address the need for preventive actions.

Since no existing training program was available, we supported the development of a new one. Our goal is for this training to serve as a best practice model for other factories in the region. A preliminary session was held in 2023 to identify the key topics that should be included in the training, ensuring worker input was incorporated into its development. The training consists of four sessions spread from February to August each year.

This program will enhance understanding of the causes and effects of psychological harassment and develop strategies to prevent it. By the end of the training, participants will be able to identify a situation of harassment and respond appropriately, distinguish between psychological harassment and other issues, recognize methods and types of harassment, analyze the causes of harassment, understand the consequences of harassment for individuals and organizations, and formulate effective prevention strategies.



India; Preventive and Corrective Actions

HAVEP works with a single supplier and location in India, which represents only 5% of our volume. Despite this, we use a risk-based approach as detailed in previous sections. As part of our new partnership, staff from our Goirle office visited the factory in India, and the factory management visited our headquarters in Goirle to sign a cooperation agreement. During their visit to the Netherlands, our Sustainability Manager presented our sustainable values and Fair Wear membership. Since the factory is brand new, we allowed time for them to establish internal processes and production lines before conducting a Fair Wear Foundation (FWF) audit, which took place in the first quarter of 2023.

	CoLP 1 <i>Employment is freely chosen</i>
<p>Regarding to employment is freely chosen, there is a risk that can occur in our factories: people may be pressured to work overtime to fulfill orders as quickly as possible. Therefore, our actions to support reasonable working hours are crucial, as explained later in this table. It is also important to ensure that overtime is voluntary, that management sets fair policies, and that workers are aware of their rights. We have developed an overtime policy with our Indian partner to ensure that all overtime is voluntary and not enforced. If the plant has overtime, within still reasonable hours, then people can volunteer. workers are made aware on the form and through policies on announcement boards that overtime is voluntary.</p>	
	CoLP 2 <i>Freedom of association and the right to collective bargaining</i>
<p>It is a relatively new factory. The Indian government recommends and, in some cases, requires the establishment of several committees: the Internal Committee, the Health & Safety Committee, the Canteen Committee, and the Workers Committee. To prioritize, we have focused on what we believe is the most crucial at this time—the Internal Committee, which deals with grievances and the prevention of sexual harassment. Training will be conducted, and the committee is currently being developed.</p>	
	CoLP 3 <i>No discrimination in employment</i>
<p>We are focusing on implementing a gender lens to examine whether labor rights violations may vary or be more prevalent based on gender or other groups in the workplace. Certain groups might not feel confident or free to speak up, so it is crucial that we are aware of these dynamics to take appropriate action and prevent harm. We have begun collecting gender data to better understand gender dynamics with the goal of promoting equality and inclusion. Additionally, we have initiated training on gender issues and the prevention of sexual harassment, which also addresses non-discrimination in employment. Furthermore, we are paying special attention to creating economic opportunities for women in the area through our partnership with the Calcutta Rescue Foundation. More details can be found in Code of Labour Practice 5: Payment of a Living Wage.</p>	
	CoLP 4 <i>No exploitation of child labour</i>
<p>The risk of child labor in the factories we collaborate with is low. Although child labor poses a risk in garment factories within the region, it is less of a concern for the specific product we manufacture compared to fashion items. This is due to the higher skill level required for producing our product. Additionally, the factories we partner with do not employ juvenile workers; they do not hire anyone under the age of 18. This has consistently been confirmed through audits and other reports, and they can provide proper documentation to verify that no employees under 18 are employed.</p>	
	CoLP 5 <i>Payment of a living wage</i>
<p>We believe it is essential that workers receive at least the minimum wage, which is a fundamental requirement for all our partners. Additionally, we are examining what constitutes a fair living wage. Production for HAVEP accounts for only 4% of the factory's total volume. As this is a new partnership, we have researched fair living wages and established a target wage. The next step is to discuss this target with the factory and explore ways to achieve it, including the possibility of collaborating with other buyers</p>	

who are also addressing this issue, given that our influence is limited due to our smaller share of production.

In the community, there are very few employment opportunities, particularly for women, as the region is predominantly agricultural. Our supplier is investing in a project with the local NGO Calcutta Rescue Foundation, which provides tailoring skills training to interested women. Once trained, these women will have the opportunity to apply for positions with our partner. We appreciate Mallcom's efforts to create new economic opportunities through education and fully support this initiative. However, we believe it is crucial that these efforts are conducted under fair and appropriate conditions. Therefore, we are working with them to develop a clear and equitable trainee policy.



CoLP 6 Reasonable hours of work

In India, there is a high risk of excessive overtime. We address this issue through two main strategies to prevent harm. First, factory management must understand what constitutes reasonable working hours and the risks associated with failing to adhere to them. We have collaborated with the company in India to develop an Attendance & Working Hours and Leave Policy. These policies are designed to regulate working hours to ensure they remain within legal limits and to support workers' rights to rest and personal time. Second, HAVEP manages lead times carefully. We maintain regularly contact with the production site and are flexible in granting additional time when needed. This includes pre-discussing any requirements during public holidays or other days off. For more detailed information on responsible sourcing, please refer to the Responsible Purchasing Practices chapter.



CoLP 7 Safe and healthy working conditions

The factory is situated in a newly constructed building, which helps reduce many risks and prevent potential harm. However, being new means that several policies still need to be developed, including the Health & Safety policy. While progress has been made, there is still room for improvement. Additionally, ensuring a safe workplace involves addressing the prevention of sexual harassment. Interviews with local stakeholders have highlighted this as a crucial issue in the region that requires significant attention to prevent harm. As detailed in the India section, the prevention of sexual harassment is closely related to several Code of Labour Practices, which is why it remains a key focus for us.



CoLP 8 A legally binding employment relationship

In India, it is common to work through intermediaries—individuals or companies that assist with recruiting staff and maintain relationships with them while they are employed. This arrangement can pose risks because, although factory management interacts with workers daily, the employment agreements are made between the factory and the intermediary, and then between the intermediary and the workers. When working with intermediaries, it is crucial to have clear agreements in place to ensure that all parties understand their responsibilities and that workers' rights are protected. This includes ensuring that the intermediary adheres to labor standards and that the terms of employment are transparent and fair. Our focus in 2023 and 2024 is to further investigate on this and research appropriate actions to address potential risks and enhance protection for workers.

Turkey; Preventive and Corrective Actions

HAVEP works with one supplier in Turkey, Beoteks, which accounts for only 1.4% of our total volume. However, as previously mentioned, we use a risk-based approach. Therefore, it is just as important to investigate and mitigate risks associated with suppliers who have lower volumes as much as possible.



CoLP 1 Employment is freely chosen

Although the most severe forms of bonded labor are not common in Turkey, practices such as late wage payments, forced overtime, and toilet restrictions indicate the potential presence of forced labor. However, none of these risks were identified during Fair Wear assessments or other data collection at our partner's

facility, which is why we consider this risk to be very low.



CoLP 2 Freedom of association and the right to collective bargaining

It is estimated that approximately 60% of workers in Turkey's industry are unregistered and therefore excluded from union membership. However, at our suppliers, only formally registered workers are employed, and no violations of freedom of association or collective bargaining were observed during the Fair Wear assessment. The factory also has worker representatives, providing employees with a channel to express their concerns and opinions.



CoLP 3 No discrimination in employment

We are focusing on implementing a gender lens to examine whether labor rights violations may vary or be more prevalent based on gender or other groups in the workplace. Certain groups might not feel confident or free to speak up, so it is crucial that we are aware of these dynamics to take appropriate action and prevent harm. We have begun collecting gender data to better understand gender dynamics with the goal of promoting equality and inclusion.



CoLP 4 No exploitation of child labour

In Turkey's textile and garment sector, there is a risk of employing Syrian refugees as informal workers, including children. Our supplier is located in Izmir, which is far from the Syrian border, reducing the likelihood of this risk. However, the risk still exists, which is why we remain vigilant. During Fair Wear assessments and other forms of data collection, no individuals under the age of 18 have ever been found working at our supplier. We therefore estimate the risk to be very low.



CoLP 5 Payment of a living wage

We believe it is essential that workers receive at least the minimum wage, which is a fundamental requirement for all our partners. Our partner previously paid the lowest wage well above the minimum wage, but due to the significant inflation in Turkey, where the cost of living has risen 3 to 4 times in the past two years, it has become more difficult to maintain this practice. While the economic situation remains challenging, they continue to monitor wage developments closely and aim to support workers as much as possible. The management has conducted a living wage survey among a portion of the workforce to better understand the situation. Additionally, the factory provides free meals and transportation, and workers receive bonuses during Ramadan and Eid.



CoLP 6 Reasonable hours of work

In Turkey, the workweek generally follows the standard five-day format seen worldwide, which is also the case with our supplier. In contrast, our sourcing countries, Tunisia and India, typically observe a six-day workweek. In Turkey, as in many other sourcing countries, there is a risk of excessive overtime, which may exceed legal limits that vary by country.

We believe that a strong partnership between the brand and the supplier is essential to prevent any issues related to this matter. Therefore, HAVEP proactively manages lead times and maintains regular communication with the production site, allowing for flexibility when additional time is needed. This includes discussing any special requirements in advance, such as during public holidays or other days off. For more detailed information on responsible sourcing, please refer to the chapter on Responsible Purchasing Practices.



CoLP 7 Safe and healthy working conditions

The factory employs an occupational safety specialist and an occupational physician. During the last audit, a few points for improvement were identified, similar to findings in most Fair Wear assessments of our partners. These findings have been shared, and we are actively communicating about follow-up actions to address and improve upon them.



CoLP 8 A legally binding employment relationship

In Fair Wear assessments, various aspects are checked to ensure that agreements with workers are comprehensive and in place. This includes details such as payment information, leave policies, and whether workers receive copies of these agreements. There are no high risks associated with this matter at our partner.

Workshop Vanhulley



At our location in Goirle, we have a workshop where leftover textiles are transformed into new products like laptop bags and weekend bags. These products are made by women who face barriers to participating in society but have the ambition to engage and pursue their dreams.

In this HAVEP x Vanhulley workshop, these women receive training in textiles while giving old workwear a new purpose. They also follow courses at the ROC to further their education.

Everything they create is made with courage and care. So, when you purchase one of these products, it's not just yours—it's also a part of the women who made it. Or as we would say in Dutch: "Een beetje *van hullie* dus."

Read more about them here: <https://www.vanhulley.com/>

Ruud's Rugzak (backpack)



"Everyone matters to us!" Ruud's Rugzak (meaning backpack) provides job opportunities for individuals with mild disabilities or those facing various challenges.

In the HAVEP canteen, you can take your first steps into the hospitality industry. The benefit here is the absence of the usual hustle and bustle found in regular hospitality settings. This creates a more organized, calm, and structured environment while still allowing you to work with and for people.

In the company restaurant, our assistants prepare delicious dishes under the expert supervision of skilled guidance.

Read more about them here: <https://www.ruudsrugzak.nl/>

Spread the voice

Where we began our story, we also bring it full circle. As a sustainable digital expert partner, HAVEP is dedicated to informing and inspiring others about sustainability and Fair Wear.

We believe in sharing our efforts and progress to encourage others in the industry. That's why we regularly communicate about the steps we're taking, particularly in relation to our involvement with the Fair Wear Foundation (FWF). We ensure that our Fair Wear membership is mentioned in all our internal and external communications, including on our website, in corporate brochures, and in our interactions with public and private institutions or NGOs.

We are committed to transparency, which is why we publish our FWF social report and Brand Performance Check results on our website. We're proud to share the progress we've made in this important area. 100% of our workshops

In addition to using social media, we also write blogs to keep our audience informed about our work with Fair Wear and our broader sustainability efforts. Through these channels, HAVEP continues to support a more sustainable and socially responsible textile industry.



HAVEP **HAVEP Workwear/Protective Wear**

Vandaag is het Earth Overshoot Day, de dag waarop we als mensheid meer van de natuur hebben verbruikt dan de aarde in een jaar kan herstellen. Dit zet ons allemaal aan het denken over duurzaamheid en onze ecologische ...meer

1 Earth 1.75 Earths


EarthOvershoot Day
1971 - 2024

December
November
October

[VIEW POST >>](#)

HAVEP **HAVEP Workwear/Protective Wear**

Wij geloven in de kracht van de natuur. Daarom werken we graag met natuurlijke materialen om onze werkkleding steeds duurzamer te maken. In de nieuwe Revolve-collectie zie je dit terug in de HeiQ Mint-finish. De frisheid van ...meer



[VIEW POST >>](#)

BLOG



[“Everything about the Fair Wear Foundation”](#)

BLOG



[“International Day Against Child Labour”](#)

BLOG



[“This is how: Sustainable Cotton”](#)

Final word

Stakeholders play a crucial role in expanding our knowledge and helping us achieve common goals to create a positive impact in the textile industry. Effective due diligence is only possible when we consult with various stakeholders throughout the process.

Internally, our colleagues at headquarters, as well as our teams in North Macedonia, Tunisia, and India, are key players in the development and realization of our sustainability journey. They work closely together as a team, providing strong support to our production locations and customers.

Our shareholder, VP Capital, is another vital stakeholder through their textile division, VP Textile. Since 2022, the synergy within VP Textile has brought together three workwear brands: HAVEP, Hydrowear, and Van Heurck. These brands, all members of the Fair Wear Foundation (FWF), collaborate to exchange knowledge, share experiences, and work toward a shared sustainable mission.

The Fair Wear Foundation is one of our primary external stakeholders, offering valuable guidance and expertise to help us advance in the field of social compliance. They also facilitate opportunities for mutual learning. We have benefited from these opportunities multiple times, allowing us to share our story and hopefully inspire others.

HAVEP wants to thank all the stakeholders involved in this process, including but not limited to:



Sheriffa Tlili, Women
Empowerment Trainer
&
Dr. Ibtissem Daieb,
health trainer

And all of our
suppliers...

HAVEP is committed to transforming the garment industry, and collaborations like these pave the way for fair employment. Do you also want to work with us for positive change or to discuss further in terms of creating impact? Please reach out to us!

As mentioned at the beginning of this report, our focus is on social impact within the supply chain, but we are also committed to pursuing a circular future. If you would like to learn more about that journey, we invite you to explore further [CSR - Duurzamer textiel | HAVEP](#)

For more information on our sustainability efforts, or to request the following reports and documents, please contact us:



Environmental,
Social and
Governance
Report



Partnership
Principles
Responsible
Business
Conduct Policy



True Price
Calculation of
Specific
Products



CO2-Logic
Certificate



Science Based
Targets (SBT)
certificate

