



## **Brand Performance Check**

# **SANDQVIST Bags and Items AB**

**Publication date: May 2023**

This report covers the evaluation period 01-01-2022 to 31-12-2022

## About the Brand Performance Check

Fair Wear Foundation (Fair Wear) believes that improving conditions for apparel product location workers requires change at many levels. Traditional efforts to improve conditions focus primarily on the product location. Fair Wear, however, believes that the management decisions of clothing brands have an enormous influence for good or ill on product location conditions.

Fair Wear's Brand Performance Check is a tool to evaluate and report on the activities of Fair Wear's member companies. The Checks examine how member company management systems support Fair Wear's Code of Labour Practices. They evaluate the parts of member company supply chains where clothing is assembled. This is the most labour intensive part of garment supply chains, and where brands can have the most influence over working conditions.

In most apparel supply chains, clothing brands do not own product locations, and most product locations work for many different brands. This means that in most cases Fair Wear member companies have influence, but not direct control, over working conditions. As a result, the Brand Performance Checks focus primarily on verifying the efforts of member companies. Outcomes at the product location level are assessed via audits and complaint reports, however the complexity of the supply chains means that even the best efforts of Fair Wear member companies cannot guarantee results.

Even if outcomes at the product location level cannot be guaranteed, the importance of good management practices by member companies cannot be understated. Even one concerned customer at a product location can have significant positive impacts on a range of issues like health and safety conditions or freedom of association. And if one customer at a product location can demonstrate that improvements are possible, other customers no longer have an excuse not to act. The development and sharing of these types of best practices has long been a core part of Fair Wear's work.

The Brand Performance Check system is designed to accommodate the range of structures and strengths that different companies have, and reflects the different ways that brands can support better working conditions.

This report is based on interviews with member company employees who play important roles in the management of supply chains, and a variety of documentation sources, financial records, supplier data. The findings from the Brand Performance Check are summarized and published at [www.fairwear.org](http://www.fairwear.org). The online [Brand Performance Check Guide](#) provides more information about the indicators.

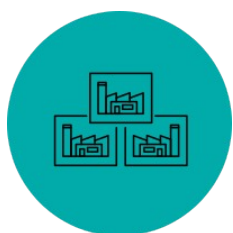
# Scoring overview

Total score: 114

Possible score: 192

Benchmarking Score: 59

Performance Benchmarking Category: Good



Sourcing strategy

71%



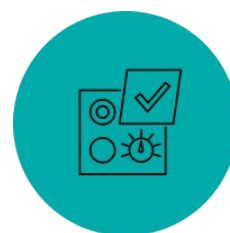
Identifying continuous human rights risks

67%



Responsible purchasing practices

85%



Quality and coherence of prevention and remediation system

53%



Improvement and prevention

40%



Communication, transparency and evaluation

55%

## Summary:

SANDQVIST Bags and Items AB (SANDQVIST) has shown exceptional progress and met most of Fair Wear's performance requirements. With a total benchmarking score of 59, the member is placed in the Good category.

In the past financial year, SANDQVIST has done a lot of work to address all requirements given in the previous Performance Check. The member brand has developed a sustainability strategy with Key Performance Indicators (KPIs) to measure the progress. Furthermore, SANDQVIST has built a robust system to incorporate its sustainability approach throughout the organisation. Therefore, several policies, such as a responsible business conduct policy, a sourcing process, and an onboarding and monitoring policy, have been developed as foundational criteria. It shows the company's commitment to long-term relationships with its suppliers. All suppliers signed a contract, including the brand's exit strategy and the aim to jointly improve the labour conditions at the factories. SANDQVIST decided to focus on its core business, which is the production of leather and outdoor bags. As a result, the brand consolidated its supply chain and terminated business with its accessory suppliers, in line with its exit policy.

SANDQVIST developed a risk analysis matrix focusing on different kinds of risks within its sourcing countries and at its suppliers. The member brand uses this matrix to prioritise risks in its supply chain by using a traffic light system to indicate low, medium and high risks. Based on the risk scoping, SANDQVIST created an improvement and prevention plan for its three main suppliers in India and Vietnam. As outlined in the brand's sustainability strategy, part of the improvement and prevention program is gender-related training and a living wage project. However, concrete actions will start in 2023.

Fair Wear recommends that SANDQVIST continues its living wage project and focuses more on freedom of association in its two sourcing countries. Fair Wear provides various guiding documents on its member hub to support the implementation of living wages and freedom of association.

SANDQVIST succeeded in creating a solid Human Rights Due Diligence (HRDD) system throughout its entire organisation. This will ensure more alignment with the OECD guidelines on Human Rights Due Diligence (HRDD) and seems well-placed to improve its practices further in the coming years.

In 2023, Fair Wear implemented a new performance check methodology aligned with the OECD guidelines on HRDD. This new methodology raises the bar and includes some new indicators, which may result in a lower score for members. Because this is a transition year, Fair Wear lowered the scoring threshold for this year only.

## Performance Category Overview

**Leader:** This category is for member companies who are doing exceptionally well, and are operating at an advanced level. Leaders show best practices in complex areas such as living wages and freedom of association.

**Good:** It is Fair Wear's belief that member companies who are making a serious effort to implement the Code of Labour Practices—the vast majority of Fair Wear member companies—are 'doing good' and deserve to be recognized as such. They are also doing more than the average clothing company, and have allowed their internal processes to be examined and publicly reported on by an independent NGO. The majority of member companies will receive a 'Good' rating.

**Needs Improvement:** Member companies are most likely to find themselves in this category when major unexpected problems have arisen, or if they are unable or unwilling to seriously work towards CoLP implementation. Member companies may be in this category for one year only after which they should either move up to Good, or will be moved to suspended.

**Suspended:** Member companies who either fail to meet one of the Basic Requirements, have had major internal changes which means membership must be put on hold for a maximum of one year, or have been in Needs Improvement for more than one year. Member companies may remain in this category for one year maximum, after which termination proceedings will come into force.

Categories are calculated based on a combination of benchmarking score and the percentage of own production under monitoring. The specific requirements for each category are outlined in the Brand Performance Check Guide.

# Company Profile SANDQVIST Bags and Items AB

## Member company information

Member since: 29 Feb 2016

Product types: Outdoor products, Bags, Accessories and Luggage & other travel accessories

Percentage of CMT production versus support processes 100%

Percentage of FOB purchased through own or joint venture production 0%

Percentage of FOB purchased directly 100%

Percentage of FOB purchased through agents or intermediaries 0%

Percentage of turnover of external brands resold 0%

Are vertically integrated suppliers part of the supply chain? No

FLA Member No

Number of complaints received last financial year 0

## Basic requirements

Definitive production location data has been submitted for the financial year under review? Yes

Work Plan and projected production location data have been submitted for the current financial year? Yes

Membership fee has been paid? Yes

## Production countries, including number of production locations and total production volume.

Production Country	Number of production locations	Percentage of production volume
Viet Nam	3	83.14
India	4	16.57
Sweden	2	0.23
China	1	0.06

## Layer 1 Foundational system's criteria

1.1 Member company has a Responsible Business Conduct policy adopted by top management.: Yes

1.2 All member company staff are made aware of Fair Wear's membership requirements.: Yes

1.3 All staff who have direct contact with suppliers are trained to support the implementation of Fair Wear requirements.:  
Yes

1.4 A specific staff person(s) is designated to follow up on problems identified by the monitoring system, including complaints handling. The staff person(s) must have the necessary competence, knowledge, experience, and resources.:  
Yes

1.5 Member company has a system in place to identify all production locations, including a policy for unauthorised subcontracting.: Yes

1.6 Member company discloses internally through Fair Wear's information management system, in line with Fair Wear's Transparency Policy.: Yes

**Comment & Requirement:** SANDQVIST discloses 100% of production locations internally through Fair Wear's information management system.

1.7 Member company discloses externally on Fair Wear's transparency portal, in line with Fair Wear's Transparency Policy.: Yes

**Comment & Requirement:** SANDQVIST discloses 100% of production locations externally on Fair Wear's transparency portal.

1.8 Member complies with the basic requirements of Fair Wear's communication policy.: Yes



## Layer 2 Human rights due diligence, including sourcing strategy and responsible purchasing practices.

**Possible Points: 90**

**Earned Points: 66**

### Indicators on Sourcing strategy

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.1 Member company's sourcing strategy is focused on increasing influence to meaningfully and effectively improve working conditions.	Advanced	Fair Wear expects members to adjust their sourcing strategy to increase their influence over working conditions. Members should aim to keep the number of production locations at a level that allows for the effective implementation of responsible business practices.	Strategy document; consolidation plans, examples of implementation.	6	6	0

**Comment:** In 2022, the member had nine active suppliers, of which one supplier in Vietnam with two factories. 13% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. 0,3% of the production volume comes from suppliers where SANDQVIST Bags and Items AB buys less than 2% of its total FOB.

In 2022, SANDQVIST decided to consolidate its supply chain and terminated three accessory suppliers in Sweden and China. In addition, the brand ended its cooperation with one supplier in India due to a lack of improvement on Human Rights issues. The aim is to focus on the brand's key business with two main suppliers in India and Vietnam. SANDQVIST's sourcing and sustainable strategy explicitly focuses on increasing influence through consolidation and active cooperation with other clients.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.2 Member company's sourcing strategy is focused on building long-term relationships.	Basic	Stable business relationships underpin the implementation of the Code of Labour Practices and give factories a reason to invest in improving working conditions.	Strategy documents; % of FOB from suppliers where a business relationship has existed for more than five years; Examples of contracts outlining a commitment to long-term relationship; Evidence of shared forecasting.	2	6	0

**Comment:** SANDQVIST has a sourcing strategy that focuses on maintaining long-term relationships. The brand does have a long-lasting relationship with its main supplier in India. This relationship has existed since 2009. In 2019, this supplier built a new production site, and workers and management were shifted to the new site. As the management and most workers remained the same, Fair Wear does count this new production site to the percentage of production volume where the business relationship has existed for at least five years, counting for 12% of the member's FOB. The member does not commit to long-term contracts yet.

**Recommendation:** Fair Wear recommends SANDQVIST to commit to long-term contracts.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.3 Member company conducts a risk scoping exercise as part of its sourcing strategy.	Intermediate	Human rights due diligence, according to the OECD guidelines, requires companies to undertake a scoping exercise to identify and mitigate potential human rights risks in supply chains of potential business partners.	HRDD policy; Sourcing strategy linked to results of scoping exercise; HRDD processes, including specific responsibilities of different departments; Use of country studies; Analysis of business and sourcing model risks; Use of licensees and/or design collaborations.	4	6	-2

**Comment:** SANDQVIST developed a comprehensive risk analysis matrix including the sector risks and plotted them for each country against the likelihood, severity and scope. The matrix is used to create a prioritisation of risks in the brand's supply chain by using a traffic light system to indicate low, medium and high risks. In addition, SANDQVIST conducted a risk scoping exercise about the COVID-19 situation in its two sourcing countries and per supplier, for its business model, sourcing model and product level. The risk scoping includes a gender lens. The member particularly looked at discrimination, child care and work force composition. Furthermore, SANDQVIST evaluated its cooperation with its partner for design collaboration as a business model risk. As a result, the brand decided not to continue with its design collaboration partner due to lack of transparency regarding the partner's Human Rights Due Diligence efforts at its production sites.

To date, SANDQVIST's sourcing strategy does not mention a preference for countries where workers can freely form or join a trade union and/or bargain collectively.

**Recommendation:** Fair Wear recommends SANDQVIST to privilege countries where workers can freely form or join a trade union and/or bargain collectively and make this explicit in its sourcing strategy.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.4 Member company engages in dialogue with factory management about Fair Wear membership requirements before finalising the first purchase order.	Advanced	Sourcing dialogues aim to increase transparency between the member and the potential supplier, which can benefit improvements efforts going forward.	Process outline to select new factories; Material used in sourcing dialogue; Documents for sharing commitment towards social compliance; Meeting reports; On-site visits; Reviews of suppliers' policies.	4	4	0

**Comment:** It is the standard process for SANDQVIST to inform new suppliers about Fair Wear membership. After selecting a potential new supplier and the evaluation of a (first) audit, the supplier will be visited by the member brand. During the first visit, the member brand will inform the factory management about the brand's sustainability standard to check if the factory does align with these. In addition, the factory management will receive detailed documentation about the Fair Wear membership, SANDQVIST's onboarding process, Code of Conduct, consent to transparency and the Worker Information Sheet. Before the final onboarding of the potential new supplier, more digital meetings will take place to discuss any questions and open points.

In 2022, SANDQVIST onboarded a new factory of its main Vietnamese supplier. As the management remained the same, the factory was well aware of the brand's sustainability standards and Fair Wear's membership requirements.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.5 Member company collects the necessary human rights information to inform sourcing decisions before finalising the first purchase order.	Intermediate	Human rights due diligence processes are necessary to identify and mitigate potential human rights risks in supply chains. Specific risks per factory need to be considered as part of the decision to start cooperation and/or place purchasing orders.	Questionnaire with CoLP, reviewing and collecting existing external information, evidence of investigating operational-level grievance system, union and independent worker committee presence, collective bargaining agreements, engaging in conversations with other customers and other stakeholders, including workers.	4	6	0

**Comment:** SANDQVIST has a detailed process in place to ensure that sufficient human rights information is collected before finalising the first purchase order. The brand assesses potential human rights by using different kinds of sources such as audit reports, visits, dialogue with the factory management and interviews with worker representatives. A factory will only be onboarded to the brand's supplier base in case all steps of its internal process have been successfully completed. In case of any issues, the production team and sustainability manager are responsible to follow up. The brand's CEO is included in the decision making process.

For the new factory of the brand's main supplier in Vietnam, SANDQVIST took effort to inform itself whether workers are unionised at this factory and a collective bargaining agreement has been installed. However, the member's sourcing strategy does not mention a preference for suppliers where workers are free to form or join a trade union and/or bargain collectively.

**Recommendation:** Fair Wear recommends SANDQVIST make it explicit in its sourcing strategy to only onboard suppliers where workers can freely form or join a trade union and/or bargain collectively.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.6 Member actively ensures awareness of the Fair Wear CoLP, the complaints helpline, and social dialogue mechanisms within the first year of starting business.	Intermediate	This indicator focuses on the preliminary mitigation of risks by actively raising awareness about the Fair Wear Code of Labour Practices and complaints helpline. Discussing Fair Wear's CoLP with management and workers is a key step towards ensuring sustainable improvements in working conditions and developing social dialogue at the supplier level.	Evidence of social dialogue awareness raised through earlier training/onboarding programmes, onboarding materials, information sessions on the factory grievance system and complaints helpline, use of Fair Wear factory guide, awareness-raising videos, and the CoLP.	4	6	0

**Comment:** As described before, SANDQVIST has added one new production location to its supplier base, which is a new factory of its main supplier in Vietnam. The member brand has shared information about Fair Wear's Code of Labour Practices (CoLP) and the complaints helpline within the first year of doing business. The Worker Information Sheet has been posted. In addition, SANDQVIST has enrolled this new factory in a Workplace Education Program (WEP) Basic. SANDQVIST has not yet organised an introductory training for management on social dialogue.

## Indicators on Identifying continuous human rights risks

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.7 Member company has a system to continuously monitor human rights risks in its supply chain.	Intermediate	Members are expected to regularly evaluate risk in a systematic manner. The system used to identify human rights risks determines the accuracy of the risks identified and, as such, the possibilities for mitigation and remediation.	Use of risk policies, country studies, audit reports, other sources used, how often information is updated.	4	6	0

**Comment:** SANDQVIST has a systematic approach to identifying human rights risks in its supply chain. The member brand defined specific risks per supplier and included a mitigation process in its risk assessment. SANDQVIST did not include the eight Code of Labour Practices in its supplier risk assessment but decided to only add the assessed high risks per suppliers in its assessment and action plan. Based on the factory risk assessment the member brand has created an action plan per factory including follow up audits, modular assessments such as wage verification, training, regular digital meetings with the suppliers, onsite visits and meetings with worker representatives.

**Recommendation:** Fair Wear recommends SANDQVIST to include all sector risks in its supplier risk assessment, even when these are assessed as low risk. This will help to ensure that all sector risks are regularly assessed and updated. For this, SANDQVIST is recommended to use Fair Wears HRDD-eco system to support the risk assessment per country and supplier.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.8 Member company's continuous monitoring of human rights risks includes an assessment of freedom of association (FoA).	Basic	Freedom of association and collective bargaining are 'enabling rights.' When these rights are respected, they pave the way for garment workers and their employers to address and implement the other standards in Fair Wear's Code of Labour Practices - often without brand intervention.	Use of supplier questionnaire to inform decision-making, collected country information, and analyses.	2	6	0

**Comment:** SANDQVIST has mapped the risks to Freedom of Association (FoA) in its two sourcing countries and can explain the main risks per country. The member brand has not yet included risks specific to women workers in its risk assessment regarding FoA at its suppliers. 83% of SANDQVIST's production comes from Vietnam, where FoA is heavily restricted. SANDQVIST uses this information to understand what the risks at its suppliers are and inform itself how to engage with its suppliers on this topic. Therefore the member brand included the effectiveness of unions or worker representative involvement in its factory risk assessment and actively support training to raise awareness. SANDQVIST has not yet made use of the Supplier Questionnaire (tool 2 in Fair Wear's FoA Guide) or a modular assessment on Social Dialogue.

**Recommendation:** SANDQVIST should include risks specific to women workers in its risk assessment regarding FoA at its suppliers. The member is recommended to ensure supplier-level monitoring is in place to assess and understand the risk at suppliers - for example, through the Supplier Questionnaire (tool 2 in Fair Wear's FoA Guide) or organising a modular assessment on Social Dialogue.



Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.9 Member company includes a gender analysis throughout their continuous monitoring of human rights risks, to foster a better understanding of gendered implications.	Intermediate	Investing in gender equality creates a ripple effect of positive societal outcomes. Members must apply gender analyses to their supply chain to better address inequalities, violence, and harassment.	Evidence of use of the gender mapping tools and knowledge of country-specific fact sheets.	4	6	0

**Comment:** SANDQVIST included a specific gender analysis for its two sourcing countries India and Vietnam in its risk assessment. Risk such as discrimination, wages, working hours, health and safe working conditions and child care were assessed according to the likelihood, severity and scope. Furthermore, the brand evaluated the workforce composition per supplier and the percentage of women in senior positions. Yet, SANDQVIST did not collect gender information about contracts, job categories and wages.

**Recommendation:** SANDQVIST is recommended to expand its gender data collection per factory to contracts, job categories and wages. After it has collected more gender data, Fair Wear recommends the member to start analysing the data collected at country and factory levels and connect them. Fair Wear's gender instruments can be helpful.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.10 Member company considers a production location's human rights performance in its purchasing decisions.	Intermediate	Systematic evaluation is part of continuous human rights monitoring. A systematic approach to evaluating production location performance is necessary to integrate social compliance into normal business processes and to support good decision-making.	Supplier evaluation format, meeting notes on supplier evaluation shared with the factory, processes outlining purchasing decisions, link to responsible exit strategy.	2	4	0

**Comment:** After SANDQVIST's supply chain consolidation in 2022, as described in indicator 2.1, the brand continued cooperation with its two main suppliers in India and Vietnam and an additional factory of its Vietnamese supplier for sampling production. One main supplier is responsible for the production of leather bags, while the other supplier specialises in the production of outdoor bags. This means the member brand has a very small supply chain and therefore decided not to have an additional chart for its supplier evaluation but to use its supplier risk assessment instead. Issues such as for example production delays or quality problems are directly communicated and discussed during the regular digital meetings with the suppliers. Any issues or progress of each supplier are discussed between the Product Manager and the Head of Sustainability. According to SANDQVIST's sourcing strategy, the brand aims for long-lasting collaboration with suppliers, which actively supports the brand's sustainable efforts. In case of any non conformity, the brand aims to support its production partners to improve rather than terminate the collaboration.

The supplier risk assessment revealed a high risk at one of the member brand's Indian factories. The supplier was unwilling to work on improvements on audit findings and was not transparent. The issues were discussed on top level management between SANDQVIST and the factory. As the supplier was not cooperative, SANDQVIST decided to terminate its contract and the exit process was done according to the brand's exit policy.

**Recommendation:** Fair Wear encourages SANDQVIST to specifically include supplier's compliance with labour standards in its supplier risk assessment.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.11 Member company prevents and responds to unauthorised or unknown production and/or subcontracting.	Advanced	Subcontracting can decrease transparency in the supply chain and has been demonstrated to increase the risk of human rights violations. Therefore, when operating in higher-risk contexts where it is likely subcontracting occurs, the member company should increase due diligence measures to mitigate these risks.	Production location data provided to Fair Wear, financial records from the previous financial year, evidence of member systems and efforts to identify all production locations (e.g., interviews with factory managers, factory audit data, web shop and catalogue products, etc.), licensee contracts and agreements with design collaborators.	4	4	0

**Comment:** SANDQVIST uses the outcomes of its human rights monitoring to respond to unauthorised subcontracting. There is no evidence of missing first-tier locations in the database. Additionally, the member actively prevents unauthorised subcontracting by visiting the two factories of its Vietnamese supplier in the past year. Furthermore, the brand cooperates with an agent for its Vietnamese supplier. This agent is responsible for quality control and HRDD follow-up and, therefore, visits and monitors both related factories closely.

SANDQVIST does not allow unauthorised subcontracting, as stated in the signed supplier's contracts. For each order, the Sustainability manager conducts a specific risk assessment, including a thorough evaluation of workforce, capacity and order quantity.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.12 Member company extends its due diligence approach to homeworkers.	Advanced	Homeworkers should be viewed as an intrinsic part of the workforce, entitled to receive equal treatment and have equal access to the same labour rights, and therefore should be formalised to achieve good employment terms and conditions.	Supplier policies, evidence of supplier and/or intermediaries' terms of employment, wage-slips from homeworkers.	4	4	0

**Comment:** SANDQVIST has included the risk of homeworkers in its risk assessment. The production of leather and outdoor bags requires specific skills and machinery, therefore the brand evaluated the risk of homeworkers as very unlikely in its supply chain. Moreover, SANDQVIST started to ask its factories explicitly about homeworkers. None of the factories indicated they use homeworkers.

## Indicators on Responsible purchasing practices

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.13 Member company's written contracts with suppliers support the implementation of Fair Wear's Code of Labour Practices and human rights due diligence, emphasising fair payment terms.	Intermediate	Written, binding agreements between brands and suppliers, which support the Fair Wears CoLP and human rights due diligence, are crucial to ensuring fairness in implementing decent work across the supply chain.	Suppliers' codes of conduct, contracts, agreements, purchasing terms and conditions, or supplier manuals.	2	4	0

**Comment:** SANDQVIST has written contracts with its three suppliers. The contract includes agreements such as order regulations (forecasts, order confirmation, delivery times, prices), payment terms, quality and delivery of non-compliant products, social responsibility, liability and indemnification and termination. With its contracts, the brand aims for a shared burden with its suppliers when it comes to transparency, fair prices, social sustainability and HRDD.

Additionally, the contracts clearly outline the shared responsibilities of CoLP implementation, and fair payment terms are part of that. For instance, liability needs to be proven and late delivery penalties are only charged in case of evidence that the delay was caused by the supplier. The contract ensures short payment terms.

**Recommendation:** SANDQVIST is advised to continue reviewing its contracts with suppliers against the principles mentioned in the Common Framework of Responsible Purchasing Practices (CFRPP).

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.14 Member company has formally integrated responsible business practices and possible impacts on human rights violations in their decision-making processes.	Intermediate	Corporate Social Responsibility (CSR), purchasing, and other staff that interact with suppliers must be able to share information to establish a coherent and effective strategy for improvements. This indicator examines how this policy and Fair Wear membership requirements are embedded within the member company.	Internal information systems, status Corrective Action Plans, sourcing score- cards, KPIs listed for different departments that support CSR efforts, reports from meetings from purchasing and/or CSR staff, and a systematic manner of storing information.	4	6	0

**Comment:** There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices. SANDQVIST has a sustainability strategy including short term and long term goals and key performance indicators (KPIs). The sustainability strategy is adopted by the brand's top level management to ensure enough resources and support to comply with its outlined goals. The member brand agreed on goals such as definition of an approach to set living wage benchmarks with its suppliers or stakeholder dialogue (worker representatives and lokal NGOs) at its suppliers. The strategy includes KPIs by measuring SANDQVIST'S share on payment of living wages, training and engagement with worker representatives. However, the sourcing strategy does not yet include KPI's for buyers and production planning related to fair prices or responsible production planning.

The member includes responsible business practices in job role competencies. For instance, cooperation and involvement with the Sustainability manager is included in the job description of the Brand's Designer and Head of Product Development & Production. However, the job role competencies does not yet demand specific responsible business practices for its sourcing and purchasing staff such as knowledge to work with open costing.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.15 Member company's purchasing practices support reasonable working hours.	Advanced	Members' purchasing practices can significantly impact the levels of excessive overtime at factories.	Proof that planning systems have been shared with production locations, examples of production capacity knowledge that is integrated into planning, timely approval of samples, and proof that management oversight is in place to prevent late production changes.	6	6	0

**Comment:** SANDQVIST has a structured production planning system in place. In the past year, the member brand adapted its production planning based on the supplier's feedback. Before, SANDQVIST worked with forecasts. However, the suppliers reported that forecast sharing and order deviations caused a lot of extra work and money. Together, the brand and the supplier agreed that SANDQVIST will share its orders at the earliest stage with a preferred delivery date. The supplier evaluates if the delivery date is feasible, and in case material supply and production take longer, the delivery date will be adjusted. The lead time is about six months, including material ordering and shipping. As agreed per contract, SANDQVIST takes up the responsibility for left over materials and dead stock.

Before placing an order, information about the supplier's capacity are collected. As a next step, the Sustainability manager conducts an order risk assessment. Part of the risk assessment is the evaluation of the supplier's capacity, workforce and order amount to cross check if the order can be produced without excessive overtime or the use of unauthorised subcontractors. Suppliers and the Production Manager are in weekly contact about the status of production. Delays will be accepted by the member brand, and late delivery penalties would only be charged in case of evidence that the delay was caused by the supplier.

**Recommendation:** SANDQVIST is recommended to evaluate its new purchasing process with its suppliers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.16 Member company can demonstrate the link between its buying prices and wage levels at production locations.	Advanced	Understanding the labour component of buying prices is an essential first step for member companies towards ensuring the payment of minimum wages - and towards the implementation of living wages.	Interviews with production staff, documents related to member's pricing policy and system, buying contracts, cost sheets including labour minutes.	6	6	0

**Comment:** As stated in SANDQVISTs contracts with its supplier, the member brand aims for fair prices instead of competitive prices with its suppliers. When developing new styles, SANDQVIST shares its target prices with its suppliers. In case a target price is not feasible, the brand will not negotiate the price but will discuss with the suppliers which changes are needed to reach the target price. All suppliers are required to share the cost breakdowns per article, including the labour costs per article. SANDQVIST actively informs itself about legal minimum wages, factory wage levels, and its leverage at suppliers. SANDQVIST cross-checks if its prices ensure payment of at least legal minimum wages at its suppliers. Furthermore, a living wage assessment was conducted at one Vietnamese production location to verify the wages and analyse the wage gap.

Generally, SANDQVIST accepts higher prices due to increased labour costs and has a forecasted calculation about possible future wage increases included in its labour costs calculations.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.17 All sourcing intermediaries play an active role in upholding Fair Wear's Code of Labour Practices and ensure transparency about where production takes place.	Advanced	Intermediaries have the potential to either support or disrupt CoLP implementation. It is members' responsibility to ensure production relation intermediaries actively support the implementation of the CoLP.	Correspondence with intermediaries, trainings for intermediaries, communication on Fair Wear audit findings, etc.	4	4	0

**Comment:** SANDQVIST works with one agent for its Vietnamese supplier. The agent is responsible for the quality inspection of both factories and actively supports the implementation of the CoLP, as agreed in the contract. The brand is in very close contact with its agent. The agent works for different Fair Wear member brands and is therefore familiar with Fair Wear's requirements. Additionally, SANDQVIST provides its agent with as much information about Fair Wear policies, guidance, and information related to Vietnam as possible. All payments to the supplier are made by SANDQVIST directly; hence the agent is not involved in this.



## Layer 3 Remediation and impact

**Possible Points: 80**

**Earned Points: 36**

### Indicators on Quality and coherence of prevention and remediation system

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.1 Member company integrates outcomes of human rights risk identification (layer 2) into prioritisation and follow-up programmes according to the risk profile.	Advanced	Based on the risk assessment outcomes, a factory risk profile can be determined with accompanying intervention strategies, including improvement and prevention programmes.	Overview of supplier base with accompanying risk profile and follow-up programmes.	6	6	0

**Comment:** Based on the risk identification as described in chapter two, SANDQVIST has linked factory risks to appropriate follow-up for factories covering 96% of FOB. Due to its low leverage at one of the two Vietnamese factories, the member brand collaborates with another Fair Wear member brand, who takes the lead. The follow-up actions at this factory are mainly set by the other Fair Wear brand, but (financially) supported by SANDQVIST.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.2 Member company's improvement and prevention programmes include a gender lens.	Basic	The prevention and improvement programmes should ensure equitable outcomes. Thus, a gender lens should be incorporated in all programmes regardless of whether or not the programme is specifically about gender.	Proof of incorporation of the gender lens in follow up programmes, including stakeholder input.	2	6	0

**Comment:** SANDQVIST has started to include a gender lens in its improvement and preventive actions. A Better Work audit analysed gender-related risks such as wage payment, sexual harassment, or maternity issues at one of its Vietnamese factories. The audit revealed one gender-related finding, which has been resolved. As preventive measures, the member brand included the need for gender-related training for both its Vietnamese and its Indian supplier. The training will be conducted in 2023.

**Recommendation:** SANDQVIST is recommended to extend its gender lens to follow-up on both improvement and prevention programmes.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.3 Member company's improvement and prevention programmes include steps to encourage freedom of association and effective social dialogue.	Basic	Freedom of Association and Collective Bargaining are enabling rights. Therefore, ensuring they are prioritised in improvement and prevention programmes can help support improvements in all other areas.	Available prevention and improvement programmes, including stakeholder input.	2	6	0

**Comment:** SANDQVIST included some steps to encourage FoA and effective social dialogue in its improvement or prevention actions for one of its Vietnamese suppliers. These steps were enrolment into a Better Work assessment as a start to evaluate the situation at the factory. Next, the brand started a dialogue with the factory management and met with the worker representatives to address this topic. The brand's prevention programme includes plans for social dialogue training at this supplier.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.4 Member company actively supports operational-level internal grievance mechanism.	Intermediate	Fair Wear's complaints helpline is a safety net in case local grievance mechanisms do not provide access to remedy. Members are expected to actively support and monitor the effectiveness of operational-level grievance mechanisms as part of regular contact with their suppliers.	Communication with suppliers, responses to grievances, minutes of internal worker committees, evidence of democratically elected worker representation, evidence of handled grievance, review of factory policies, and proof of effective social dialogue.	4	6	0

**Comment:** SANDQVIST actively supports and monitors the effectiveness of internal grievance mechanisms. In 2022, the company collected information on internal grievance mechanisms and their effectiveness. Additionally, the company discusses this topic regularly with its suppliers, closely following up on the meeting minutes with the worker representatives. Furthermore, worker representatives were included in the dialogue when visiting its Vietnamese supplier in 2022. As a result, the member brand included training in its improvement and prevention programs.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.5 Member company collaborates with other Fair Wear members or customers of the production location.	Basic	Cooperation between Fair Wear members increases leverage and the chances of successful outcomes. Cooperation also reduces the chances of a factory needing to conduct multiple improvement programmes about the same issue with multiple customers.	Communication between different companies.	2	6	0

**Comment:** SANDQVIST cooperates with another Fair Wear member at its shared suppliers, responding to CAPs and complaints. However, more Fair Wear members are sourcing at this supplier. There is no cooperation between SANDQVIST and these member brands. SANDQVIST has not yet cooperated with customers that are not Fair Wear members.

**Recommendation:** SANDQVIST is recommended to expand its cooperation to the other Fair Wear member brands, sourcing at the shared supplier and explore how to collaborate in the prevention of human rights violations.

## Indicators on Improvement and prevention

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.6 Degree of progress towards implementation of improvement programme per relevant factory.	61%	Fair Wear expects members to show progress towards the implementation of improvement programmes. Members are expected to be actively involved in the examination and remediation of any factory-specific problem.	Progress reports on improvement programmes.	4	6	-2

**Comment:** During the performance check, SANDQVIST could demonstrate with a sample that more than 60% of the Corrective Action Plan (CAP) issues requiring improvement actions have been addressed. For one factory, only 9% of the CAP issues have been addressed. However, the lead for the CAP follow-up is at another Fair Wear member brand, as SANDQVIST has only small leverage at this factory. SANDQVIST closely follows up on the lack of improvements together with the leading brand.

A Fair Wear audit of 2021, revealed excessive overtime at an Indian supplier. As this supplier was not willing to work on improvement and prevention actions, the member brand decided to terminate its cooperation in 2022. This CAP has not been taken into account in the calculation for this indicator. In addressing CAP findings, SANDQVIST collects factory feedback, documentation and schedules a factory visit to follow up on individual findings.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.7 Degree of progress towards implementation of prevention programme.	Basic progress	Fair Wear expects members to show progress towards the implementation of prevention programmes. With this indicator, Fair Wear assesses the degree of progress based on the percentage of actions addressed within the set timeframe.	Update on prevention programmes.	2	6	-2

**Comment:** SANDQVIST has a good understanding of the root causes of the issues revealed in the audit reports and started to include concrete actions in its preventive programs, such as training or its living wage project. However, the actions have not been implemented and solved yet.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.8 Member company validates risk profile and maintains regular dialogue with factories where no improvement or prevention programme is needed.	No factories in the respective risk profile	When no improvement or prevention programme is needed, Fair Wear expect its member companies to actively monitor the risk profile and continue to mitigate risks and prevent human rights abuses.	Use of Fair Wear workers awareness digital tool to promote access to remedy. Evidence of data collected, worker interviews, monitoring documentation tracking status quo.	N/A	6	0

**Comment:** SANDQVIST sourced at two Swedish suppliers. Last orders were placed in 2021 and delivered in 2022. Due to the brand's consolidation, the cooperation with both supplier was terminated beginning of 2022.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Intermediate	Member companies should identify excessive overtime caused by the internal processes and take preventive measures. In addition, members should assess ways to reduce the risk of external delays.	This indicator rewards self-identification of efforts to prevent excessive overtime. Therefore, member companies may present a wide range of evidence of production delays and how the risk of excessive overtime was addressed, such as: reports, correspondence with factories, collaboration with other customers of the factory, use of Fair Wear tools, etc.	4	6	0

**Comment:** Although SANDQVIST's planning system supports reasonable working hours, excessive overtime still occurs at one of SANDQVIST's Vietnamese suppliers. This was noticed by a Better Work audit conducted in May 2022 at this factory. The last progress report did not show any improvements yet. SANDQVIST collaborates with another Fair Wear member brand due to its low leverage in this factory. SANDQVIST closely follow up with the other member brand. For its other two factories in India and Vietnam, no excessive overtime has been reported yet.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.10 Member company adequately responds if production locations fail to pay legal wage requirements and/or fail to provide wage data to verify that legal wage requirements are paid.	Intermediate	Fair Wear members are expected to actively verify that all workers receive legal minimum wage. If a supplier does not meet the legal wage requirements or is unable to show they do, Fair Wear member companies are expected to hold the management at the production location accountable for respecting local labour law.	Complaint reports, CAPs, additional emails, Fair Wear Audit Reports or additional monitoring visits by a Fair Wear auditor, or other documents that show the legal wage issue is reported/resolved.	2	4	-2

**Comment:** Two Better Work audits of 2022, conducted at SANDQVISTs Vietnamese factories, did not reveal any findings related to non-payment of legal minimum wages. In addition, a Fair Wear living wage assessment was conducted at one Vietnamese factory to assess payment of legal minimum wages, the wage levels, and the wage gap towards a living wage benchmark. No findings related to non-payment of legal minimum wages were reported. A Fair Wear audit of 2021 revealed that social security was not paid to some workers at an Indian supplier. As this supplier was unwilling to work on improvement and prevention actions, the member brand terminated its cooperation in 2022.

SANDQVIST closely monitors the legal minimum wage benchmarks and wage levels in its production facilities. Furthermore, the member brand assesses specifically COVID-19 related risks and the current situation in its production countries and at its suppliers, including payment of legal minimum wages.



Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.11 Degree to which member company assesses and responds to root causes of wages lower than living wages in production locations.	Basic	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach.	Member companies may present a wide range of evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, wage data/wage ladders, gap analysis, correspondence with factories, etc.	2	6	0

**Comment:** SANDQVIST is aware of the root causes of wages lower than living wages. The brand aims to pay its share to an agreed living wage benchmark with its suppliers. This goal has been outlined in the member brand's sustainability strategy and is measured with KPIs. First discussions about the living wage project have been started with suppliers. As the suppliers reacted hesitantly, it is important for SANDQVIST first to build more trust and expand its discussions with its suppliers before setting the next step. Additionally, a living wage assessment was conducted at one of the member brand's Vietnamese production location to analyse the wage gap.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.12 Member company determines and finances wage increases.	Insufficient	Member companies should have strategies in place to contribute to and finance wage increases in their production locations.	Analysis of wage gap, strategy on paper, demonstrated roll out process.	0	6	0

**Comment:** SANDQVISTs living wage project will start in 2023. The project is included in the company's sustainability strategy, which is adopted by SANDQVISTs top management. This ensures, that enough (financial) resources will be applied. The member brand has not yet calculated the costs and has not yet decided, where the money comes from.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.13 Percentage of production volume where the member company pays its share of the living wage estimate.	0%	Fair Wear requires its member companies to act to ensure a living wage is paid in their production locations to each worker.	Member company's own documentation such as reports, factory documentation, evidence of Collective Bargaining Agreement (CBA) payment, communication with factories, etc.	0	6	0

**Comment:** As the brand's living wage project will start in 2023, SANDQVIST does not pay its share of a living wage estimate yet.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.14 Member addresses grievances received through Fair Wear's helpline in accordance with the Fair Wear Complaints Procedure.	No complaints received	Members are expected to actively support the operational-level grievance mechanisms as part of regular contact with their suppliers. The complaints procedure provides a framework for member brands, emphasising the responsibility towards workers within their supply chain.	Overview of supporting activities, overview of grievances received and addressed, etc.	N/A	4	-2

**Comment:** SANDQVIST received no complaints in the past financial year at its suppliers in India and Vietnam.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.15 Degree to which member company implements training appropriate to the improvement or prevention programme.	Basic	Training programmes can play an important role in improving working conditions, especially for more complex issues, such as freedom of association or gender-based violence, where factory-level transformation is needed.	Links between the risk profile and training programme, documentation from discussions with management and workers on training needs, etc.	2	6	0

**Comment:** Based on the CAP findings of an audit of 2021 at an Indian supplier, a WEP basic training was conducted in March 2022. However, this supplier is not active anymore.

As a result of the risk assessment conducted for the member brand's active suppliers in India and Vietnam, the member brand requested a WEP basic training for its Vietnamese supplier in December 2022. This was conducted in January 2023. More specific training related to gender will be organised in 2023.

One factory of the brand's Vietnamese supplier participates in the Better Work cycle. This includes audit and progress follow-up inspections, and finding related training. In the past year different training modules were provided related to health and safety, labour law, and rights and responsibility of trade union and management.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.16 Degree to which member company follows up after a training programme.	Member company did not implement any training	Training is a crucial tool to support transformative processes but complementary activities such as remediation and changes at the brand level are needed to achieve lasting impact	Evidence of engagement with factory management regarding training outcomes, documentation on follow-up activities, and proof of integration into further monitoring and risk profiling efforts.	N/A	6	0

**Comment:** SANDQVIST implemented a WEP basic training at a supplier. The training report did not suggest follow-up steps.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.17 The member company's human rights risk monitoring system includes a responsible exit strategy.	Advanced	Withdrawing from a non-compliant supplier should only be the last resort when no more impact can be gained from other strategies. Fair Wear members must follow the steps as laid out in the responsible exit strategy.	Exit strategy policy, examples of supplier communications.	4	4	0

**Comment:** SANDQVISTs human rights risk monitoring includes a responsible exit strategy, which is also communicated in the contracts signed by all suppliers. Due to consolidation in 2022, SANDQVIST stopped production at three accessories factories in Sweden and China. Furthermore, the cooperation with an Indian supplier has been terminated, as this supplier did not comply with the brand's sustainability requirements. All suppliers have been informed three months before placing the final order about the planned termination. The brand's leverage at these suppliers was low. SANDQVIST followed up on the impact of its exit on the factory. No supplier indicated that workers were laid off. However, the brand is not sure if the suppliers were truthful and did not see a way to validate this. For its Indian supplier, the brand granted an additional order to extend the time to find new customers.

**Recommendation:** Fair Wear recommends to expand the notice period of three months to six months to ensure that suppliers have enough time to find new customers. In addition, Fair Wear recommends SANDQVIST to include worker representatives in its exit activities to evaluate the impact on the workers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.18 Member company's measures, business practices and/or improvement programmes go beyond the indicators or scope.	Member company's activities do not go beyond the indicators or scope.	Fair Wear would like to reward and encourage members who go beyond the Fair Wear policy or scope requirements. For example, innovative projects that result in advanced remediation strategies, pilot participation, and/or going beyond tier 2.	Overview of Human Right risk monitoring, remediation and prevention activities and processes.	N/A	6	0

**Comment:** SANDQVIST knows its tier 2 supply chain, such as its tannery and trim suppliers. For some tannery suppliers, the member brand has direct contact. All tier 2 supplies are certified by GOTS and Fairtrade (cotton), leather working group and others. Yet, SANDQVIST does not extend its human rights risk monitoring activities beyond the indicators or scope.

## Layer 4 External communication, outreach, learning, and evaluation

**Possible Points: 22**

**Earned Points: 12**

### Indicators on Communication, transparency and evaluation

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.1 Member company actively communicates about Fair Wear membership and its human rights due diligence efforts.	Intermediate	Fair Wear membership includes the need for a brand to show its efforts, progress, and results. Fair Wear members have the tools and targeted content to showcase accountability and inform customers, consumers, and retailers. The more brands communicate about their sustainability work, the greater the overall impact of the work of the Fair Wear member community.	Member website, sales brochures, and other communication materials.	2	4	0

**Comment:** Communication about Fair Wear membership adheres to the Fair Wear communication policy. Fair Wear membership is communicated through the company's website, sustainability report, occasionally in social media, and through company presentations. The head of Sustainability provides all relevant information, including the correct communication about Fair Wear, to the internal staff, the brand's stores and retailers in Europe and around the world. The Sustainability manager is in charge of checking upon compliance with Fair Wear's communication policy.

The results of last year's Brand Performance Check were actively discussed with the brand's customers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.2 Member company sells external brands with a Human Rights Due Diligence system (if applicable).	No reselling of external brands	Some member companies resell other brands, which Fair Wear refers to as 'external production'. These members are expected to investigate the Human Rights Due Diligence system of these other brands, including production locations and the availability of monitoring information.	External production data in Fair Wear's information management system, collected information about other brands' human rights due diligence systems, and evidence of external brands being part of other multi-stakeholder initiatives that verify their responsible business conduct.	N/A	4	0

**Comment:** SANDQVIST does not sell external brands.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.3 Social report is submitted to Fair Wear and is published on the member company's website.	Intermediate	The social report is an important tool for member companies to share their efforts with stakeholders transparently. The social report explicitly refers to the workplan and the yearly progress related to the brands goals identified in the workplan.	Social report.	2	4	0

**Comment:** SANDQVIST has submitted its social report, which Fair Wear approved. SANDQVIST has not yet published the report on its website.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.4 Member company engages in advanced reporting activities.	Intermediate	Good reporting by members helps ensure the transparency of Fair Wear's work and helps share best practices within the industry. This indicator reviews transparency efforts reported beyond (or included in) the social report.	Brand Performance Check, audit reports, information about innovative projects, specific factory compliance data, disclosed production locations (list tier 2 and beyond), disclosure of production locations, alignment with the Transparency Pledge.	2	4	0



**Comment:** SANDQVIST publishes its supplier list on its website, within Fair Wear and on Fair Wear's website and in its social report. It is the brand's aim to be as transparent as possible to the end consumer. The social report does include information about (some) factory-level data such as number of workers, CAP findings and improvement results. Additionally, the reports includes also some information on time-bound improvement plans.

**Recommendation:** SANDQVIST is recommended to include more factory-level data in its reporting and ensure suppliers consent with data sharing.

Fair Wear recommends SANDQVIST to publish more detailed time-bound plans for its suppliers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.5 Member company has a system to track implementation and validate results.	Intermediate	Progress must be checked against goals. Members are expected to have a system in place to track implementation and validate the progress made.	Documentation of top management involvement in systematic annual evaluation includes meeting minutes, verbal reporting, PowerPoint presentations, etc. Evidence of worker/supplier feedback.	4	6	0

**Comment:** SANDQVIST has a system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations. The last Brand Performance Check was followed up with a comprehensive action plan, resulting in, for example, a sustainability strategy and KPIs. The internal evaluation system involves top management. The member does not yet include triangulated information from external sources in its evaluation system.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.6 Level of action/progress made on requirements from previous Brand Performance Check.	Intermediate	In each Brand Performance Check report, Fair Wear may include requirements for changes to management practices. Progress on achieving these requirements is an important part of Fair Wear membership and its process approach.	Member should show documentation related to the specific requirements made in the previous Brand Performance Check.	2	4	-2

**Comment:** In the previous performance check, in total, 16 requirements were given. Nine requirements related to the brand's purchasing practices, five related to monitoring and remediation, one related to information about Fair Wear's CoLP and complaints handling, and one related to the follow-up of requirements of previous Brand Performance Checks. SANDQVIST followed up on almost all requirements. The member brand has started with a living wage project to address the living wage requirements. However, as the project just started, two requirements related to finance wage increases and pay a share to living wage estimates has not yet been resolved. Together, more than 87% of the requirements were addressed.

## Appreciation chapter

5.1 Member company publicly responded to problems/allegations raised by consumers, the media, or NGOs.: [Not applicable](#)

5.2 Member company actively participated in lobby and advocacy efforts to facilitate an enabling environment in production clusters.: [Not applicable](#)

5.3 Member company actively contributed to industry outreach, visibility, and learning in its main selling markets.: [Not applicable](#)

## Recommendations to Fair Wear

SANDQVIST is looking forward to exploring Fair Wear's HRDD-eco system and is interested to evaluate how the brand can make use of the new system and how the risk assessment supports the brand's efforts to avoid working with two different systems.

SANDQVIST appreciates the collaboration between Better Work and Fair Wear. The brand recommends that Fair Wear expands its collaboration with Better Work to ensure that audit reports are integrated into one system/platform.

SANDQVIST invites Fair Wear to conduct next year's Brand Performance Check in person at the brands Head Quarter in Sweden.

SANDQVIST is interested to know how Fair Wear will handle and validate the brand's progress in case a member brand decides to prioritise risks of its deeper supply chain and will, therefore, less focus on issues fallen within Fair Wear's scope (tier 1).

SANDQVIST appreciates the regular contact with its Brand Liaison and prefers to continue this.

# Brand Performance Check details

Date of Brand Performance Check: **11-04-2023**

Conducted by: **Annet Baldus**

Interviews with: **Caroline Lind - CEO**

**Lotta Amsén - Head of Sustainability**

**Emma Guttormsen - Product manager**