

Schöffel Statement regarding production in Serbia BHRRC

We devoted us to fight for better working conditions, joining the FWF as a member in 2011. We put a lot of effort in mapping the risks and anticipating on them. Thus we work closely together with the factories we source from and with most of them and whenever possible we have long-term relationships.

Talking about Serbia we are working with 2 factories – **which obviously are not amongst the researched ones**. To ensure fair working conditions onsite we exclusively cooperate with a Serbian production consultant and technician. She has been working for Schöffel for more than 21 years and is in close contact with the factories.

Schöffel production partners in Serbia

Factory Nr. 1: We have been working with them for more than 21 years and the last audit took place in June 2016. In addition to our agents ongoing exchange, Schöffel Germany visited the company in May 2016. During our regular visits we always get attracted by the personal, familiar atmosphere.

Through a recent audit report (June 2016) we found out that:

Many processes have been the same for years and they have always worked well, but not much is systematic or established in writing. The challenge is to adapt existing structures to international requirements, without making them over-complicated or having a detrimental effect on relations between people.

Factory Nr. 2: We have a 6 years' business relationship and Schöffel Germany visited in 2015. It is located in southern Serbia and is a manufacturer of jackets and trousers for Schöffel.

Through the last audit (January 2015) we found out that:

In the factory still was room for improvement above all, in respect of corporate governance, in-house communication, and health and safety. We were able to secure unlimited employment contracts for every single member of staff. Moreover, regular meetings have been put in place where workers can discuss problems with management. Information and training have been provided to the staff, focusing on company agreements, wage structures and workers' rights. Two first aiders have been trained and the health and safety deficits have all been rectified.

As FWF is not running an office in Serbia we additionally cooperate with a German consultancy for audits, which is accepted by FWF. Needless to say, the FWF's general requirements apply for Serbia, too: FWF verifies if we as a brand implement the FWF Code of Labour practise in the factories. In addition a complaints handling procedure has been established. This enables the workers at the factory to bring to light (anonymously) any abuses related to labour conditions.

“Made in Europe” is no advertising argument for Schöffel

Currently 20% percent of our production takes place in Europe. The number is declining – as being a sports brand we use functional garments which these days are mostly produced in Asia and the knowledge for processing functional wear has also accumulated in Asia. We want to make clear that the FWF standards apply for every single partner we work with, in Asia and in Europe, and it's our aim to make sure that workers' rights are fully respected – at all our cooperating production sites.

Reaching out for a securing payment of living wage is an assignment, too. As it is our approach to handle issues together with the factory management to realize improvements we get in contact whenever needed. And this is exactly what we did and what we do in Serbia, too.

Our performance in FWF's Brand Performance Check has improved year over year: we're able to show annually that we worked significantly towards better workplaces and our efforts made us achieve the Fair Wear Foundation Leader Status for the last three years. Still we don't say that problems will never arise in our supply chains and we are aware that social responsibility requires ongoing engagement. By changing the way we do business and work with suppliers to fix problems, we improve working conditions step by step.

Schwabmünchen, 11. Dezember 2017
