

# Van Heurck

## Social report 2022

Reporting period: February 2022 – January 2023



[www.vanheurck.com](http://www.vanheurck.com)

**FAIR WEAR MEMBER SINCE:**

**JUNE 2019**

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## Introduction

Dear reader,

Van Heurck is a family-based company with a long history. The company was established in 1920 selling handmade pajamas, sheets and aprons and has grown into a workwear specialist with solutions for various sectors. Today Van Heurck has about twenty employees at its headquarters in Belgium and some 700 in the three production sites of Van Heurck in Tunisia.

Van Heurck translates the desires of customers into professional clothing with added values that cannot be found elsewhere. These include durability, sustainability, protection, comfort, innovative design technologies and social responsibility.

Van Heurck is one of the portfolio companies of VP Capital since 2022 and collaborates with the VP Textile group, also part of VP Capital. VP Capital invests its capital and engages its network towards sustainable progress for generations to come. Their family office contributes to solutions for planetary and societal challenges. They see the need, want to take responsibility and believe it's future proof thinking, just as we do.

Van Heurck has been a member of Fair Wear Foundation (FWF) since June 2019. At Van Heurck we attach the greatest importance to social sustainability. As one of the pioneers in manufacturing in Tunisia, we have always ensured that our employees have been able to work in good and correct conditions as they are our greatest asset in offering quality clothing. With the Leader status achieved in 2022, we will continue the same path and hope to even improve our score in 2023.

Besides the history of Van Heurck in terms of social responsibility we are expanding on the environmental side as well. We do this by working on our sustainable goals to reduce the environmental impact of our products and contributing to a circular economy. This way we take verified steps towards a better planet and future for all of us, together with our teams in Belgium and Tunisia and our partners and stakeholders.

Kind regards,

Dries van Heurck  
CEO

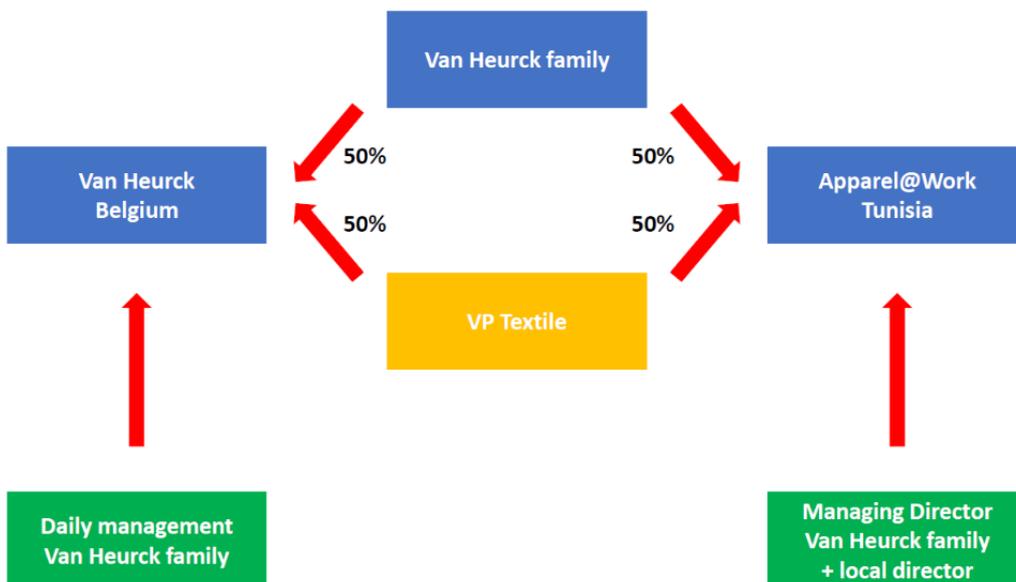
## Organizational chart

Since the beginning of 2022 Van Heurck became a member of VP Textile, the textile division of VP Capital. VP Capital is the investment company of the Van Puijenbroek family. This is an investment family with an eye for tradition and a drive to make a positive impact with the mission: Strong heritage - Sustainable progress.

Six generations ago the first generation of the Van Puijenbroek family started the company HAVEP workwear in Goirle, the Netherlands. Today it has grown into an investment company with about 50 investments, both directly and through funds, in small and big companies mainly in Belgium and the Netherlands. VP Capital has activity in 8 different investment domains: Energy, Agrifood, Media, Smart industry, Real estate, Health, Water and Textile.

VP Textile, as a subsidiary of VP Capital, has direct and indirect investments in the development of workwear and protective wear, software platform development for secondhand markets, the development of 3D virtual product models and sustainable yarns and fabrics. Due to the negative ecological and social effects, especially in terms of CO<sub>2</sub> emissions, water consumption, chemical use and poor living conditions, mainly caused by a globally growing textile sector, VP Textile has the ambition and goal to also invest in sustainable solutions to reduce input of resources, safeguard and improve working conditions of its labour force, address the challenge of overconsumption and ensure significant reduction of water use.

The companies in the current portfolio of VP Textile are HAVEP, Hydrowear and of course, since the beginning of 2022, Van Heurck. Please find the ownership structure of Van Heurck and Apparel@Work (A@W) below.



## Summary: 2022 goals & achievements

Having been active in the textiles and garment manufacturing industry since the start of the previous century, 1920 to be precise, Van Heurck decided to join the FWF in June 2019. Our membership reflects the management's strong belief in trying to improve working conditions throughout all garment production facilities and more importantly in its own three production facilities in Tunisia. As the management of Van Heurck, we are convinced that improving working conditions throughout every single step in the supply chain will, eventually, result in a product of much higher quality.



This year, luckily without impact of COVID-19, we have focused on implementing a more systematic Human Rights Due Diligence approach following the OECD guidelines. Therefore, we are more aware of possible risks and be able to prevent and mitigate these risks. During this process we have conducted a comprehensive risk analysis and were able to determine our challenges and opportunities.

We have also set up our Responsible Business Conduct (RBC policy), in which we have specified our values and procedures regarding HRDD. This way we are even more committed to working towards improvements in an embedded and systematic way that is internationally recognized and aligned with the approach of FWF.

Since 2020 we have audited one of our A@W production locations every year and have worked on the Corrective Action Plan (CAP) follow-up. In 2022 we have implemented a procedure to monitor the CAP's continuously in a more systematic way. It is beneficial to see and track the made progress this way.

Next to this a FWF WEP training has been conducted at all three production facilities: Detis, Dries and Tric. This successful training has proven more awareness of workers in terms of social dialogue, worker rights, the FWF Code of Labour Practices (CoLP) and internal policies.

Social Report February 2022 – January 2023 – past financial year

To complete our full supply chain data, we have added our subcontractors in Fair Force. All these subcontractors are located near A@W and therefore regularly visited by our Tunisian staff.

Furthermore in 2022, Van Heurck moved to their new almost fully CO<sub>2</sub> neutral HQ in Lier, Belgium. All commercial, administrative and research & development activities are housed in this sustainable building.



## Sourcing strategy

### HUMAN RIGHTS DUE DILIGENCE

For Van Heurck Human Rights Due Diligence (HRDD) means that we take our responsibility for social and environmental related subjects in our complete chain. We do this based on the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles for Business and Human Rights (UNGPs).

Based on due diligence we monitor the working conditions in the factories where our products are manufactured and the environmental impact of the (raw) materials that are used. 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, Van Heurck 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

An important part of due diligence is mapping the supply chain. As a company it is only possible to conduct a good and complete risk analysis when you know where all your products and materials are coming from. Of course, we have very close contact with our own production locations, A@W, but we are working hard on also mapping the information further throughout the whole supply chain. Besides this we make the effort to analyze our risks. Based on this risk analysis we make a yearly plan of action to prevent negative impact where we can and to create positive impact where possible.

Van Heurck is working with a small supply chain and produces only in Tunisia. For Tunisia we have done a general country risk analysis based on the 8 Code of Labour Practices of Fair Wear. To rate these risks, we have used the general risk matrix model from the OECD guidelines, based on the combination of Likelihood and Severity. This risk matrix is checked and updated on a yearly basis. The input and sources for this risk matrix are the "CSR Risk Check (MVO Risico Checker)" and the FWF country studies, as well as other relevant information from acknowledged stakeholders.

Besides a general country risk matrix, we also perform a risk assessment per production location. This supplier risk matrix is based on the risks in the country as assessed through our country risk matrix and rates the relevant risks per production location. This rating is done based on the findings of the latest available audits per production location and rated as per the general risk matrix model from the OECD guidelines.

Based on the risk analysis we can define the highest risks and prioritize the cease, prevention or mitigation of the harms. To track the progress of 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 FWF social report that we publish on our website.

All described steps are embedded in our Responsible Business Conduct policy and we continue to implement this policy further in 2023.

## **SOURCING STRATEGY & PRICING**

Van Heurck's sourcing strategy was broadly outlined in the mid-1980's and already focused on Tunisia. The Van Heurck family co-owns, together with VP Textile, three production units in Tunisia under the name Apparel@Work. The first production facility was opened in 1985. Today Van Heurck sources all its production from A@W's 3 production units. These include A@W Detis (rainwear), A@W Drees (workwear) and A@W Tric (knitwear). Next to this, A@W works together with 3 subcontractors for its embroideries and prints and one CMT subcontractor. Our involvement with these production locations lead to great improvements in working conditions and high-quality products.

Pricing is based on a "Bill of Materials" on which all items (raw materials, haberdasheries etc.) of the article are identified, including volumes and minutes of production time. As of 2021, A@W installed a bonus system which allows workers to earn a bonus if production and quality levels have been met. In this way, A@W strives to gradually close the gap with the living standard, as defined by local stakeholders and confirmed by FWF. Working hours in excess of 48 hours a week are compensated at the standard hourly rate of +75%.

## **PRODUCTION CYCLE**

Since we are a company active in work- and protective wear, we do not work with seasonal collections. Instead, we offer our collections for a longer period, not bound to one season and in which summer and winter options are combined. The production of most of our styles and products is done continuously, for longer periods of time. Our last Millenia collection is also focused on a more gender-neutral approach and can be worn by every individual.



The production planning is made jointly by our staff in Belgium and Tunisia and can be discussed on a daily basis. In this way, we strive to respect reasonable working hours and limit the number of hours worked to maximum 48 hours a week. Our Tunisian production facilities are open from Monday until Friday from 07h00 to 15h00 and Saturday from 07h00 to 13h00. The factories are closed on Sunday and public holidays. As stated above, the working week is set at 48 hours. Workers can work a maximum of 9 hours a day. All hours in excess of 48 hours a week are paid at the standard hourly rate + 75%.

## **FACTORY RELATIONS**

Van Heurck mainly works with their three A@W's 3 production facilities. Next to this, A@W works with three subcontractors for its embroideries and prints and one CMT subcontractor. To complete our full supply chain data and transparency, we have added these subcontractors in Fair Force. All subcontractors are located near A@W and therefore regularly visited by our Tunisian staff.

Our A@W Quality Manager and CSR Coordinator has visited all subcontractors to introduce them with the FWF Code of Labour Practices and complaint mechanism and supported them with filling in the FWF questionnaire, signing the consent letter and displaying the WIS in their factories.

## **INTEGRATION OF MONITORING ACTIVITIES AND SOURCING DECISIONS**

Van Heurck's sourcing strategy was broadly outlined in the mid-1980's and focused on Tunisia. The strategy was defined on the back of price, quality and time-to-market. As such Van Heurck opened A@W's 1<sup>st</sup> production facility in Teboulba, Tunisia in 1985. Today, A@W is operating 3 production facilities and employs some 700 staff.



## Coherent system for monitoring and remediation

Given the limited size of our supply chain and the ownership structure of the company, we have a lot of influence on working conditions. Our multiple daily contacts in combination with regular site visits give us ample opportunity to monitor and remediate when needed.

Since our cooperation with the VP Textile Group, we have set-up a standardized remediation system to keep track of the risks, CAP follow-up and progress in the factories. This system ensures verified steps towards prioritization, remediation and/or prevention.

### **APPAREL@WORK DETIS, DROES & TRIC**

Van Heurck sources mainly from its Tunisian production facilities. However, the production of Van Heurck only represents approximately 75%-80% of the production of A@W Detis, A@W Drees and A@W Tric. The information described below refers to all of A@W's production facilities.

All production facilities are visited regularly, at least once every month by either a representative of the management of Van Heurck, a member of staff of Van Heurck or by a combination of both. In 2022 we have counted around thirty visits. Next to physical visits, daily meetings via Skype or Teams and calls with the local management are standard procedure. When visiting the production units, the various items that are being discussed include production planning, CoLP, local issues, investment plans, upcoming audits, results of past audits and CAP follow-up.

To this date neither Van Heurck nor any other of the A@W's customers (e.g., HAVEP) has received or filed any complaints on any of the issues that relate to the FWF. In 2022 a WEP training was conducted to make workers more aware of their rights and inform them about the FWF CoLP and complaints mechanism.

A@W works with three subcontractors for its embroideries and prints and one subcontractor for CMT production. We have added and disclosed these in Fair Force this year to complete our full supply chain data and transparency. A@W works with these subcontractors for a minimum of 4 years and with one subcontractor for embroidery we are already working since 1997.

All subcontracting facilities are located near A@W and therefore easily and regularly visited by our Tunisian staff. The A@W management visited these production locations to inform them about the FWF principles and complaints mechanism and guided them with filling in the questionnaire, signing the consent letter and displaying the WIS. A@W management also made them aware of our FWF Membership and the level of importance we attach to respecting working conditions and the CoLP.

### VERIFICATION AUDIT A@W DETIS

In 2022 a verification audit has been conducted at A@W Detis. Please find the results and improvements below.

<b>FWF Labour Standard</b>	<b>Status</b>	<b>Finding, Details and Corrective action</b>
Employment is freely chosen	Compliant	Workers are free to leave the factory and employment is freely chosen.
Freedom of association and the right to collective bargaining	Compliant	100% of employees are covered by CBA. Presence of an elected CE (Comité Consultative d'Entreprise) connecting direction and workers.  Our freedom of association procedure was only available in French. We have translated this in Arabic language and informed our workers. It is also displayed in the factory.
There is no discrimination in employment	Compliant	Our non-discrimination procedure was only available in French. We have translated this in Arabic language and informed our workers. It is also displayed in the factory.
No exploitation of child labour	Compliant	The factory has a written policy against child labour and no child labour was identified during the audit.
Payment of a living wage	In progress	We are working towards closing the gap between the current CBA wages and living wages and added bonuses to workers' wages.
Reasonable hours of work	Compliant	Working hours are not excessive and within legal limits.
Safe and healthy working conditions	In progress	There were several recommendations regarding health & safety in the factory. We have followed-up on these recommendations and already improved most of the findings.  For example, we have provided anti-fatigue mats for all standing workers, and we have posted awareness posters to motivate workers to keep the lunchroom and toilets clean.
Legally binding employment relationship	Compliant	>50% of workers are permanent workers. <45% of workers linked with renewable short-term contracts (mostly 6 months contract). At the end of 4 years contract, worker status changes and becomes permanent.
<b>Others</b>	<b>Status</b>	<b>Finding, Details and Corrective action</b>
Factory communication	Improved	In the audit conducted in 2020 it was found that most workers were not aware of the FWF complaints mechanism and CoLP and communication between workers and management could be improved.  The WEP training has shown significant progress regarding this point. In general, the workers are more aware of the FWF CoLP and complaints mechanism. Workers were also informed about factory policies and procedures during the WEP training.

**A@W DROES – TUNISIA**

In 2020 a monitoring audit was conducted at A@W Droes. Please find the results and improvements below.

<b><i>FWF Labour Standard</i></b>	<b><i>Status</i></b>	<b><i>Finding, Details and Corrective action</i></b>
Employment is freely chosen	Compliant	Workers are free to leave the factory and employment is freely chosen.
Freedom of association and the right to collective bargaining	Compliant	100% of employees are covered by CBA. Presence of an elected CE (Comité Consultative d'Entreprise) connecting direction and workers.
There is no discrimination in employment	Improved	Our non-discrimination procedure was only available in French. We have translated this in Arabic language and displayed it in the factory. Workers have been informed during the WEP training in January 2022.
No exploitation of child labour	Compliant	The factory has a written policy against child labour and no child labour was identified during the audit.
Payment of a living wage	In progress	We are working towards closing the gap between the current CBA wages and living wages. The audit verified that the wages paid to workers are higher than other factories due to bonuses and benefits provided by the management.  In cooperation with the CE committee, workers have been informed about wage calculations. This information is also displayed in the factory.
Reasonable hours of work	Compliant	Working hours are not excessive and within legal limits.
Safe and healthy working conditions	In progress	There were several recommendations regarding health & safety in the factory. We have followed-up on these recommendations and already improved most of the findings.  For example, we have provided anti-fatigue mats for all standing workers and new ergonomic chairs.
Legally binding employment relationship	Compliant	>65% of workers are permanent workers.  <35% of workers linked with renewable short-term contracts (mostly 6 months contract). At the end of 4 years contract, worker status changes and becomes permanent.
<b><i>Others</i></b>	<b><i>Status</i></b>	<b><i>Finding, Details and Corrective action</i></b>
Factory communication	To improve	In the audit conducted in 2020 it was found that most workers were not aware of the FWF complaints mechanism, CoLP and factory policies and procedures. Therefore, communication between workers and management could be improved.  The WEP training has shown significant progress regarding this point. In general, the workers are more aware of the FWF CoLP and complaints mechanism. Workers were also informed about factory policies and procedures during the WEP training.

**A@W TRIC - TUNISIA**

In 2021 a monitoring audit was conducted at A@W Tric. Please find the results and improvements below.

<b><i>FWF Labour Standard</i></b>	<b><i>Status</i></b>	<b><i>Finding, Details and Corrective action</i></b>
Employment is freely chosen	Compliant	Workers are free to leave the factory and employment is freely chosen.
Freedom of association and the right to collective bargaining	Compliant	100% of employees covered by CBA. Presence of an elected CE (Comité Consultative d'Entreprise) connecting direction and workers.
There is no discrimination in employment	Compliant	Our non-discrimination procedure was only available in French. We have translated this in Arabic language and displayed it in the factory. Workers have been informed during the WEP training in January 2022.
No exploitation of child labour	Compliant	The factory has a written policy against child labour and no child labour was identified during the audit.
Payment of a living wage	In progress	We are working towards closing the gap between the current CBA wages and living wages. The audit verified that the wages paid to workers are higher than other factories due to bonuses and benefits provided by the management.
Reasonable hours of work	Compliant	Working hours are not excessive and within legal limits.
Safe and healthy working conditions	In progress	There were several recommendations regarding health & safety in the factory. We have followed-up on these recommendations and already improved most of the findings.  For example, we have provided anti-fatigue mats for all standing workers and equipped the sewing machines with eye protection.
Legally binding employment relationship	Compliant	>30 % of workers are permanent workers (production facility opened in May 2016).  <70% of workers linked with renewable short-term contracts (3- or 6-months contract). At the end of 4 years contract, worker status changes and becomes permanent.
<b><i>Others</i></b>	<b><i>Status</i></b>	<b><i>Finding, Details and Corrective action</i></b>
Factory communication	Improved	In the audit conducted in 2020 it was found that most workers were not aware of the FWF complaints mechanism, CoLP and factory policies and procedures. Therefore, communication between workers and management could be improved.  The WEP training has shown significant progress regarding this point. In general, the workers are more aware of the FWF CoLP and complaints mechanism. Workers were also informed about factory policies and procedures during the WEP training.

In this context, reference can also be made to the WEP trainings conducted in January 2022 in the 3 A@W production sites and the resulting raised issues. Workers were very happy to participate to the training. The training was a success and led to a better comprehension of the FW CoLP, the FWF Complaints Procedure, Tunisian Legislation and communication.

Below is an overview of the raised issues with also the manager response & actions taken and to be taken to remediate them.

<b><i>Raised Issues</i></b>	<b><i>Details</i></b>	<b><i>Corrective actions</i></b>
Living wage	The trainer explained the aim of the living wage and why it is important to increase wages and explained the importance to use FW FairPrice tools.	We are working towards closing the gap between the current CBA wages and living wages. During the training workers shared their living wage estimates.
Cost of living	Workers complained about the very low levels of wages in their company compared to other companies in the same region. They also complained about the high tax rate. Workers hope to reach living wage and lower tax rates.	Workers are paid based on the collective agreement of the sector, in addition to various bonuses. The audit verified that the wages paid to workers are higher than other factories due to bonuses and benefits provided by the management.
Contract duration	Some workers stated they have one to three months contracts and they are still afraid of being fired. Some workers hoped to sign permanent contracts.	Contract duration is either 3 or 6 months for workers and 1 year for managers. At the end of 4 years contract, worker status changes and becomes permanent.
Communication	Workers were very happy to participate in the training and they promised to transmit the message to colleagues. Workers should be regularly informed about the FWF CoLP and the FWF complaints procedure.	The WIS is distributed to all workers to raise more awareness. Next to this, large posters are displayed in several spots in the factories and on TV screens, displaying continuous information on worker rights.  To train the elected CCE members a training will be scheduled on worker rights and the FWF CoLP. This way they can inform other workers in the factory actively as well.
	Workers want to have better communication with the manager and clear answers to their requests. They can't talk directly to the manager.	Workers are free to communicate to the director, his office door is always open. Workers also have the opportunity to transmit their request or question to their foreman or forewoman or through the suggestion- box.

<b><i>Raised Issues</i></b>	<b><i>Details</i></b>	<b><i>Corrective actions</i></b>
Labour standards OHS training	The trainer explained that management must be proactive in improving working conditions and communication with the designated managers, workers wish to have more OHS training.	To improve working conditions and follow-up on the wishes of the workers there have been three OHS trainings in the beginning of 2023 on the following topics: ergonomic mats, first aid and obesity prevention. We are planning on more OHS training in the future.
Consultative committee CCE	Workers want to have well-trained and active CCE members. Workers request training in health and safety, in communication and in legislation that applies to their work.	Several OHS trainings have been executed in the beginning of 2023 and the elected CCE members will be trained on worker rights and the FWF CoLP. This way they can inform other workers in the factory actively as well.
	The trainer also recommended that the consultative committee must be more active to improve communication and to have the workers' voices heard, and the OHS responsible to improve dialogue in the company and working conditions.	Regular meetings with the CCE are planned and results are communicated with the workers. Topics discussed are for example onboarding new CCE members and the increase of subcategory bonuses.
FW complaints procedure	The FWF trainer also emphasized the importance of the FW complaints procedure through a better communication channel and a clear and formal complaints mechanism.	In collaboration with the CCE informative trainings will be scheduled as it is difficult to inform a large population at once.
suggestion box	The trainer emphasized that the suggestion box should be more used by workers who are shy to speak. The trainer explained why it is not well used by workers specially if there is no feedback; they don't use the suggestion box because nobody cares about it.	It is encouraged to use the suggestion box more. The topic is scheduled to be discussed during the CCE meeting.  In 2022 an employee satisfaction survey has been conducted. In the end of 2022, the results of the survey are discussed and follow-up is planned to make sure feedback will be shared with the workers.
Production facilities	Workers hope to have new, larger and well-maintained premises, with a real and well-equipped canteen (Droes).	There are moving plans for all three A@W facilities that are currently worked out. It will be a completely new building for all A@W production facilities. As a result, less will be invested in the current production facilities and something better will take its place.

## Complaints handling

All staff at A@W's 3 facilities are aware of Van Heurck's FWF Membership and its aim to adhere and respect its CoLP. Banners, visually describing the CoLP and contact numbers for complaints are on display in each of the factories. Since 2022 there are also TV screens that show the CoLP and additional information regarding FWF live in the factory.

Since the start of our membership in June 2019, Van Heurck has not been informed of meaningful complaints at any of its production units. Complaints, if any, will be immediately handled by Van Heurck in combination with the local management following the FWF guidelines.



 1 يتم اختيار العمل بكامل الحرية	 2 حرية تكوين الجمعيات والنقابات في المفاوضات الجماعية	 3 لا يوجد أي تمييز في العمل	 4 لا يوجد أي استغلال لعمال الأطفال
 5 دفع أجر معيشي	 6 لا توجد ساعات عمل مفرطة	 7 ظروف عمل تضمن السلامة والصحة المهنية	 8 عقود شفهية ملزمة قانونياً

إذا لديك أسئلة إذا أردت المزيد من المعلومات، أو تشعر أنه لم تتم معالجتها بشكل صحيح:

- 1 إن كان ممكناً، تحدث إلى المشرف عليك
  - 2 تحدث إلى ممثل العمال، إذا كان هناك ممثل للعمال
  - 3 تحصل على المساعدة من نقابتك أو منظمة غير حكومية محلية معنية بحقوق العمال
- إذا لم تنجح في ذلك، فيمكنك الاتصال بمنظمة Fair Wear



26445556

ستتعامل منظمة Fair Wear مع مكالماتك بسرورية دائماً، إذا ما رغبت في تقديم شكوى، سنقوم بالتحري في المسألة. وعند الإمكان، سنساعدك على حل المسألة المطروحة. سنقوم موظفونا بالإجابة عن أسئلتكم باللغة العربية. "فار وير" هي مؤسسة مستقلة غير ربحية. يمكنك معرفة المزيد حول المنظمة عبر زيارة الموقع الإلكتروني التالي:

[www.fairwear.org](http://www.fairwear.org)

## **Training and capacity building**

### **ACTIVITIES TO INFORM STAFF MEMBERS**

At van Heurck our staff is based at the HQ in Belgium as well as at our production facilities in Tunisia. Due to regular visits and daily contact the information management regarding FWF is a continuous process.

Once a year, as part of the ISO9001:2015 requirements, Van Heurck hosts a meeting for all its staff. During this meeting management addresses various issues that concern the past and the future of the organization. Given our FWF membership is a cornerstone pillar of our strategy we inform our employees in-depth of all issues relating to FWF and more importantly to the CoLP.

In this context, reference can also be made to the Workplace Education Program (WEP) trainings organized in January 2022, the main aim of which was to inform the employees of the three sites about their rights in the context of our membership of the FWF and the CoLP.

### **ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS**

The management of Van Heurck has a full overview of its entire supply chain. This is due to the fact that Van Heurck owns its production facilities and knows unauthorized subcontracting is not taking place. Regarding our verified subcontractors, the factory management in Tunisia is in close contact with these subcontractors. To inform the subcontractors about the FWF principles and CoLP, the factory management has visited all facilities personally. During these visits, the FWF principles and CoLP are explained, the questionnaire and consent letter are filled and signed and the WIS is displayed on the notice board in the facilities. This way we feel we have supported the subcontractors in informing and guiding them in the first steps towards complying with the FWF principles.

## Transparency & communication

Corporate social responsibility and sustainable entrepreneurship are Van Heurck's core values. Reference to FWF is made in all internal and external communication, on our website and in our corporate brochures. Furthermore, we refer to our FWF membership and the CoLP in all our communication with any public or private institution and NGO. Regarding transparency, we have disclosed all our subcontractors. Our FWF social report and Brand Performance check are published on our website as we are proud to show our commitments and progress on this important topic.

## Stakeholder engagement

Good due diligence can only be done while also consulting stakeholders in the process. As we have a very small team in Lier, all VH employees / colleagues have a stakeholder's role in the development and realization of our sustainable goals. We also have a CSR Coordinator in Tunisia who is supporting us locally to achieve our goals. They are the ones working within the operation and their input based on this practical side is of great value.

Our shareholder, VP Capital, is also an important internal stakeholder. Since the beginning of 2022 Van Heurck became a member of VP Textile, the textile division of VP Capital. Together with the other workwear companies within the group, HAVEP and Hydrowear, we exchange knowledge and experiences too and work together on the same approach.

VH also consults with external stakeholders for the ongoing development of the Corporate Social Responsibility strategy, making the risk analysis, monitoring the progress and for external communication. Our most important external stakeholder is the Fair Wear Foundation. We use the available knowledge within FWF for social related topics and we follow webinars and workshops to expand our knowledge as well.

Furthermore, we always keep track of important updates in the field of corporate social responsibility and sustainability. We do this by following webinars, research and stakeholder panels to learn about the experiences and approach of other organizations or brands. The OECD forum on due diligence in the garment and footwear sector is a great example for this.

We also keep being updated by several newsletters within the garment and textile industry. The CSR Risk Check from MVO Nederland is for example a great tool we use, besides the FWF country studies, to get insight in possible CSR risks. When a certain risk is updated or changes, we will automatically be informed via email.

Our customers are also a valuable stakeholder to us. We consult with customers regularly and discuss the sustainable progress of our products while trying to be as transparent as possible.

## Corporate Social Responsibility

### ECOVADIS

A@W subscribes to Ecovadis Sustainability Assessment since June 2018. Ecovadis is one of the world's largest and most trusted providers of business sustainability ratings. The Ecovadis Sustainability Assessment is an evaluation of how well a company has integrated the principles of sustainability and corporate social responsibility (CSR) into their business and management system. The methodology is built on international sustainability standards such as the Global Reporting Initiative (GRI), United Nations Global Compact and ISO 26000. The rating focuses on 21 indicators in the themes of Environment, Labour & Human Rights, Ethics and Sustainable Procurement. The latest survey at A@W was executed in March 2022 and rewarded with a silver medal and a score of 59/100. This score reflects the quality of A@W's sustainability management system.

### MORE SUSTAINABLE MATERIALS

When developing new articles, Van Heurck will always choose for the use of more sustainable fabrics and haberdasheries. In this context, one of our standard collections was developed with a more sustainable alternative to the standard polyester/cotton fabric, meaning that the polyester component was replaced by R-pes from PET bottles and the cotton component by Lyocell from wood pulp (FSC-certified tree felling). In total, 20% of all our production is made with more sustainable materials.

### CO2 CLEANING

Van Heurck is also a member of the FBT, the Federation of Belgian Textile Care, who set up the initiative Care4Safe, together with Febelsafe, the Belgian Federation of suppliers and service providers for safety and well-being at work. The initiative promotes liquid CO<sub>2</sub> cleaning to expand the lifespan and protection of Personal Protective Equipment (PPE) in a more sustainable way.

### COLLECT & RECYCLE

Furthermore, we have agreements with some of our clients to collect and recycle some of their used garments and offer end-of-life solutions. On VP Textile level we are also implementing a Collect & Recycle system to offer our clients the possibility to recycle their old workwear in a responsible way.

### ISO-9001:2015

ISO 9001 is an internationally recognized standard in the field of quality management. It is a benchmark for transparency and reliability and ensures we have good control that our products meet the requirements for our workwear. Quality management is reflected in all parts of the process in the organization. Being ISO-9001:2015 certified also guarantees a certain degree of CSR.

### CO2 LOGIC CERTIFICATE

In regards of CO<sub>2</sub> emissions, since the end of 2021 Van Heurck is also certified by CO<sub>2</sub>logic and we have received the CO<sub>2</sub>-NEUTRAL label. The CO<sub>2</sub>-NEUTRAL label is in line with the PAS 2060, the international norm for CO<sub>2</sub>-neutrality and is therefore- a guarantee for credible climate action. This means we are conscious of our CO<sub>2</sub> emissions and supporting certified climate projects.