



Brand Performance Check

EDELRID GmbH & Co. KG

This report covers the evaluation period 01-01-2023 to 31-12-2023

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. The online [Brand Performance Check Guide](#) provides more information about the indicators.

Scoring overview

Total score: 90

Possible score: 198

Benchmarking Score: 45

Performance Benchmarking Category: Good



Summary:

Edelrid has shown great progress and has met most of Fair Wears' performance requirements. With a total benchmarking score of 45, the member is placed in the Good category.

Edelrid is a German mountain sports supplier. Since its establishment in 1863, Edelrid has developed into a leading manufacturer of ropes, climbing equipment, and personal protective equipment (PPE). This was Edelrid's second Brand Performance Check after joining Fair Wear at the end of 2021, the member brand focussed on systematically applying a human rights risk assessment on country level and factory level. The member collected supplier questionnaires, external audit reports, conducted on-site monitoring visits, and posted worker information sheets at its production sites.

Edelrid's sourcing strategy is committed to long-term relationships and consolidating its supplier base. The member brand has been working on remediating CAPs for its main suppliers in Vietnam, China and another supplier in Pakistan. Edelrid also started working on remediation and prevention action plans covering 85% of its FOB. Edelrid needs to extend its risk scoping to the additional risk factors such as sector, business model, sourcing model and product level. The member brand has started to look into a gender lens on risks but has yet to identify the risks on country level.

The member made sufficient progress on remediating findings of suppliers failing to pay legal wage requirements and to provide wage data which verifies that legal wage requirements are paid. Edelrid will need to continue to follow up closely and verify that these ongoing cases are being remediated accordingly. Edelrid has also started looking into root causes of the risks in its supply chain. Fair Wear recommends to further develop the analysis to address all root causes.

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 EDELRID GmbH & Co. KG

Member company information

Member since: 1 Jul 2021

Product types: [Garments, clothing, fashion apparel, Outdoor products, Sports & activewear, Workwear, Bags, Outdoorwear and Footwear](#)

Percentage of turnover of external brands resold [0%](#)

Member of other MSI's/Organisations [Bluesign](#)

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	49.13%
Germany	1	26.05%
China	9	22.98%
Portugal	2	1.09%
Pakistan	2	0.75%

Layer 1 Foundational system's criteria

Possible Points: 8

Earned Points: 7

1.1 Member company has a publicly shared Human Rights Due Diligence policy that has been adopted by top management.: No

Comment: Edelrid is in the process of finalising its Human Rights Due Diligence policy and is planning to publish it by the end of 2024.

Requirement: Edelrid needs to develop and finalise a Human Rights Due Diligence policy.

1.2 All member company staff are made aware of Fair Wear's membership requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: Yes

1.3 All staff who have direct contact with suppliers are trained to support the implementation of Fair Wear requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: 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: Edelrid 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: Edelrid 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: 44

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.	Intermediate	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.	4	6	0

Comment: Edelrid is finalising a written sourcing strategy addressing influencing labour conditions. The member has 17 active suppliers. Over 95% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. Almost 4% of the production volume comes from suppliers where Edelrid buys less than 2% of its total FOB. Edelrid's sourcing strategy explicitly focuses on increasing influence through consolidation. The member has yet to include active cooperation to influence labour conditions to the strategy.

Recommendation: Fair Wear recommends Edelrid to have its sourcing strategy preferably in written form, and include SMART goals. Edelrid could include in its sourcing strategy a plan to increase influence on suppliers by cooperating with other buyers.

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: Edelrid has a sourcing strategy that focuses on maintaining long-term relationships. Over 87% of the member's total FOB volume comes from suppliers with whom Edelrid has a business relationship for at least five years. The member does not commit to long-term contracts yet.

Recommendation: Fair Wear recommends Edelrid 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.	Basic	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.	2	6	-2

Comment: Edelrid conducts risk scoping on country and factory level for 85% of its FOB. It includes all eight labour standards. The member has yet to include risk factors on sector, business model, sourcing model and product level in its risk scoping. Edelrid added the likelihood and severity of the risk to its assessment and has included a scoring methodology for the identified risks. In its risk scoping, the member has assessed the impact and prevalence of the risks correctly. The risk scoping includes a gender lens where the member considers the workforce division and the ranking of severity of gender issues. Edelrid has yet to include which specific gender risks each of its sourcing countries has. The company has developed a questionnaire to gather input from its suppliers. Edelrid has yet to include input from workers and other stakeholders.

Recommendation: Fair Wear recommends Edelrid to include all risk factors in its risk scoping. The member is recommended to include input from workers, suppliers, and other stakeholders in its risk-scoping exercise.

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 Edelrid to inform new suppliers about Fair Wear membership by sending an information package with all requirements before finalising the first purchase order. This process has been followed for the two suppliers which were added last year. Additionally, the brand started a dialogue with suppliers about human rights and how the supplier and Edelrid can cooperate on this topic.

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: Edelrid collects human rights information of potential new suppliers by collecting self-assessments and existing audit reports. The member adjusted its sourcing decisions by not adding new production locations that have not returned the requested information regarding the CoLP. The company does not collect information from workers or stakeholders to inform the sourcing decision.

Recommendation: Fair Wear encourages the member to collect worker and stakeholder input before placing the first order.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.6 Member actively ensures awareness of the Fair Wear CoLP, the grievance mechanism, 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: Edelrid has added two new suppliers in the financial year of 2023. The member has shared information about Fair Wear's CoLP and the complaints helpline within the first year of doing business. The Worker Information Sheet has been posted. In addition, the member organised an onboarding session for workers and the management of one new supplier in Vietnam. The member organised the sessions to raise awareness about the Fair Wear CoLP and the grievance mechanism. Edelrid is planning to organise the session for its other new supplier in China next year.

Recommendation: Edelrid is recommended to organise onboarding sessions specifically focusing on the CoLP and the complaints mechanism within the first year of doing business for all its suppliers.

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 assess human rights risks in its production locations.	Basic	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.	2	6	0

Comment: Edelrid has a systematic approach to assessing human rights risks in its supply chain on a country level and has assessed the risks for four production locations in China, Vietnam, Pakistan and Germany. It has identified the right tool and frequency per country (or outcome of the risk scoping). The member uses its supplier questionnaire, factory assessments from Fair Wear, information from complaints, and exchanges with other member brands to identify potential harms/risks in its factories. The member brand visits once a year to collect more information on-site. For its supplier in China, the risk of forced labour has been systematically included in its due diligence. Other than supplier input, the tools that Edelrid uses for its risk assessment do not explicitly include worker or other stakeholder input.

Recommendation: Fair Wear recommends Edelrid to approach the assessment of risk in all its production locations systematically, identifying the appropriate tool and frequency depending on the outcome of the risk scoping and risk assessment.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.8 Member company's human rights due diligence process includes an assessment of freedom of association (FoA).	Intermediate	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.	4	6	0

Comment: Edelrid has mapped the risks to FoA in all its sourcing countries and can explain the main risks per country. The risks identified are FoA is non-existing in some countries, union trade busting, ineffective worker councils and workers having no access to independent trade unions. Edelrid uses the Fair Wear's Supplier Questionnaire on FoA to ensure supplier-level monitoring of the risk of violations to FoA. Edelrid has yet to use this information to inform itself how to engage with its suppliers on this topic. The risks to women workers in relation to FoA are not yet included.

Recommendation: Edelrid can engage further with its suppliers on the specific risks to FoA to further determine influence and impact at the supplier level. Edelrid should include risks specific to women workers in its risk assessment regarding FoA at its suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.9 Member company includes a gender analysis throughout its human rights risk identification, to foster a better understanding of gendered implications.	Basic	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.	2	6	0

Comment: Edelrid has started to include gender into its risk scoping by collecting data on a country level. It has yet to assess which risks are relevant for the countries that it sources at and to add the severity and likelihood of specific risks on both country and factory level.

Requirement: Edelrid must include gender in its risk scoping and assessment.

Recommendation: Edelrid is recommended to collect gender data per factory related to every Code of Labour Practices.

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.	Insufficient	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.	0	4	0

Comment: Edelrid does not evaluate its suppliers' human rights performance. The member is in the process of formalising a supplier evaluation which includes the suppliers performance of human rights.

Requirement: Edelrid needs to evaluate the human rights performance of its suppliers systematically.

Recommendation: Fair Wear recommends Edelrid to share and discuss the outcome of the supplier evaluation with all its suppliers and their worker representatives.

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: There is no evidence of missing first-tier locations (and/or) subcontractors in the database. The member takes measures to prevent unauthorised subcontracting or unknown locations. It has created a new policy on unauthorised subcontracting and shares it with suppliers. The member also actively prevents unauthorised subcontracting by visiting suppliers during production cycles.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.12 Member company extends its due diligence approach to homeworkers.	Insufficient	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.	0	4	0

Comment: Since factory assessments have not identified homeworkers, Edelrid assumes that homeworkers are not used for its orders. According to the member, there is a low risk of their suppliers employing homeworkers due the product category it produces. For instance, personal protective equipment would be difficult to produce at home due to the requirements of the certifications that are needed. The member has not looked into the specific production processes to validate whether no homeworkers are used.

Recommendation: Fair Wear recommends Edelrid to conduct a capacity analysis looking into specific production processes to validate the suppliers' statements that no homeworkers are used.

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.	Insufficient	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.	0	4	0

Comment: Edelrid signs framework purchase agreements with its suppliers, which form the basis of all orders and stipulate payment terms, liability and penalties. Agreements on individual orders are made separately. The member is currently updating its purchasing conditions to include shared responsibility of the Code of Labour Practices.

Requirement: Edelrid needs to use written contracts with all its suppliers that include shared responsibilities and support the implementation of human rights due diligence.

Recommendation: Edelrid is advised to review 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 its 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. The member includes responsible business practices in job role competencies. For instance, monitoring of labour standards within the framework of Fair Wear and collaborating with CSR on projects is included in the job description of purchasing and product roles. The member has yet to include KPIs to support good sourcing and pricing strategies.

Recommendation: Edelrid could adopt KPIs that support good sourcing and pricing strategies within its sourcing, purchasing and design departments.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.15 Member company's purchasing practices support reasonable working hours.	Intermediate	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.	4	6	0

Comment: Edelrid conducts a monthly capacity planning. The member shares its forecast of the year, often one year prior, with its suppliers. The product categories are not depending on seasons. Edelrid knows for the main part of its suppliers the factory's production capacity and the capacity needed for its order. For garment suppliers, the member does not know the production capacity due to its small leverage. Edelrid constantly exchanges with its suppliers and adjusts the forecast or works jointly on solutions if suppliers cannot keep the delivery date. The member often took over the airfreight cost in case of delays or accepted orders to be split.

Recommendation: Fair Wear recommends the member to explore planning production in minutes instead of pieces to better assess its suppliers' production capacity (and wage levels). Furthermore, at suppliers where Edelrid is not a large customer, Fair Wear recommends the member to learn more about their production planning, for example, about peak season.

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.	Basic	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.	2	6	0

Comment: Edelrid has started to look into the wage levels at its suppliers but has yet to connect this understanding to its buying prices. The member has basic insight into the labour component of its prices. Edelrid knows the labour minute value at its main supplier.

Recommendation: Edelrid is recommended to investigate wage levels in production countries and at its suppliers. This forms the basis for ensuring enough is paid to cover at least minimum wage and for making steps towards living wages.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.17 All sourcing intermediaries play an active role in upholding HRDD and Fair Wear's Code of Labour Practices and ensure transparency about where production takes place.	Intermediate	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.	2	4	0

Comment: Edelrid has informed its sourcing intermediaries of Fair Wear requirements and could show they informed production locations. The member has not yet taken steps to ensure intermediaries actively support HRDD and the implementation of the CoLP with training or following up on specific risks.

Recommendation: Fair Wear recommends Edelrid to enable its intermediaries to support CoLP implementation actively.

Layer 3 Prevention, mitigation and remediation

Possible Points: 86

Earned Points: 30

Indicators on the quality and coherence of a members' 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 risk prioritisation and creates subsequent action plans.	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: Edelrid has prioritised risks and created action plans per supplier, counting for 85% of the total FOB. These match the risk profile. The member's prioritisation is based on the severity of the risk and whether it needs urgent follow up. Health and Safety findings are potentially life endangering and need immediate response while results on living wages may take longer and require more steps.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Insufficient	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.	0	6	0

Comment: Edelrid first needs to determine the gender risks per country and supplier before it can identify prevention programmes.

Requirement: Edelrid must start including a gender lens in action plans.

Recommendation: Edelrid is recommended to extend its gender lens to all action plans.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.3 Member company's action plans 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: Edelrid included some steps in its action plans to encourage FoA and effective social dialogue. These steps include training for factory management and workers on the right to freedom of association. The member has yet to start implementing these steps.

Recommendation: Fair Wear recommends Edelrid to include more comprehensive steps in its action plans. Fair Wear recommends the member company to start implementing the defined steps.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.4 Member company actively supports a factory-level grievance mechanism.	Basic	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.	2	6	0

Comment: Suppliers’ factory-level grievance mechanisms are assessed at the start of the business relationship through the supplier questionnaire and are monitored systematically every year (in case of long term partners). Edelrid does not actively support and monitor the effectiveness of factory-level grievance mechanisms.

Recommendation: Fair Wear recommends Edelrid to support and monitor the effectiveness of internal grievance mechanisms at suppliers.

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: Edelrid cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and complaints. Edelrid has initiated contact with other customers but hasn't started cooperating yet.

Recommendation: Even though Edelrid already works together with other Fair Wear members, Fair Wear recommends to also collaborate with other customers.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	55%	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: In the past financial year, Edelrid has worked on CAPs from three factory assessment reports. During the performance check, the member could demonstrate with a sample that over half of the CAP issues requiring improvement actions have been followed up. Examples of actions that were taken include several health and safety improvements.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.7 Degree of progress towards implementation of prevention programme.	Intermediate 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.	4	6	-2

Comment: Edelrid has identified some root causes of the CAP issues and discussed these with its suppliers. The member has started to develop preventive steps addressing these root causes. For example, with a supplier in Vietnam a health and safety issue was identified where chemical management was not functioning properly. The root cause linked to this issue was that staff and management were not properly trained. Edelrid organised an OSH training to address this root cause.

Recommendation: Fair Wear recommends Edelrid to identify root causes of all CAP issues together with its suppliers.

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 action plan is needed.	Intermediate	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.	4	6	0

Comment: Edelrid has two suppliers in Portugal and Germany where improvement or prevention steps are not needed. These cover just over 27% of the member's total FOB. Edelrid regularly reviews changes to the risk situation by doing on-site visits, staying in dialogue with the supplier and collecting information from supplier questionnaires. The member has yet to include worker representatives and/or local unions in discussions with factory management on possible human rights risks.

Recommendation: Edelrid is recommended to ensure worker representation and/or local unions (when appropriate) are included in discussions with factory management on possible human rights risks.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Basic	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.	2	6	0

Comment: In the previous year, one factory assessment report of the total three factory assessment mention excessive overtime in China. Edelrid has discussed the root causes it identified with its suppliers. One example of the discussed root cause of excessive overtime was due to poor planning, and the member developed preventive steps like offering flexibility on the production calendar, taking partial shipments and taking up costs for airfreight. Edelrid has not addressed additional root causes that could lead to excessive overtime.

Recommendation: Fair Wear recommends Edelrid to look into additional root causes that can cause excessive overtime and further promote transparency regarding working hours.

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: Edelrid has been in the process of remediating a factory assessment finding in Vietnam regarding non-payment of legally required minimum wage. It was not possible to provide wage data which could verify that legal wage requirements are paid. After remediation, there was sufficient documentation to provide wage data such as time sheets and wage slips. However the member has yet to verify the payment of outstanding leave and overtime premiums. Another audit finding for a supplier in China showed that during December 2023, wages could not be verified due to inconsistent or incomplete records. The supplier has agreed to a roadmap plan with Edelrid to ensure wages are paid according to law. The member has yet to follow up to ensure the workers receive their due leave pay retroactively if needed.

Requirement: If a supplier fails to comply with legal wage regulations, members are expected to respond in time, identify root causes with factory management, and resolve that local labour laws are respected. Evidence of remediation must be collected.

Recommendation: Fair Wear strongly recommends Edelrid to always verify whether legal minimum wage issues have been resolved and that outstanding payments to workers are made in due time.

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.	Insufficient	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.	0	6	0

Comment: Edelrid has started to look into the wage levels at its suppliers and to discuss it two of their suppliers. The member has not completed an overview yet and has not agreed on an approach with its suppliers.

Requirement: Edelrid must assess the root causes of wages that are lower than living wages, taking into account its leverage and the effect of its own pricing policy. Edelrid is expected to take an active role in discussing living wages with its suppliers. The Fair Wear wage ladder can be used as a tool to implement living wages, to document, monitor, negotiate and evaluate the improvements at its suppliers. Edelrid should have an overview of wages paid in its production locations.

Recommendation: Fair Wear encourages Edelrid to discuss with suppliers about different strategies to work towards higher wages and develop a systemic and time-bound approach. It is advised to start with suppliers where the member is responsible for a large percentage of production and has a long-term business relationship.

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: Edelrid does not have an overview of wages paid in production locations, the member has not discussed wage increases with its factories. Edelrid does not have a strategy on how to finance wage increases at its suppliers.

Recommendation: To support companies in analysing the wage gap, Fair Wear has developed a calculation model that estimates the effect on FOB and retail prices under different pricing models. It is advised that the strategy for how to finance wage increases is agreed upon by top management.

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: Edelrid has not looked into which living wage benchmarks are relevant to its suppliers. Edelrid does not contribute to higher wages at any of its production locations.

Recommendation: We encourage Edelrid to start discussions about living wages with its suppliers and to define plans for wage increases that result in the payment of a target wage.

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's Access to Remedy Policy.	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: Edelrid received no complaints in the past financial year.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.15 Degree to which member company implements training to address the risks identified.	Insufficient	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.	0	6	0

Comment: Edelrid has identified a need for an Occupational Health and Safety training for one of its suppliers in Vietnam and is planning to conduct this training in the next year. The member has not yet organised any training in its factories.

Recommendation: Edelrid is recommended to implement training for all factories where this is part of its improvement and/or prevention programme.

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: Edelrid did not implement training at its suppliers (NA).

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.17 The member company's human rights due diligence system includes a responsible exit strategy.	Intermediate	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.	2	4	0

Comment: In the past financial year, the member stopped with one supplier in China. The ending of the cooperation was initiated by the suppliers.

Recommendation: Edelrid could discuss the responsible exit strategy with its suppliers, for instance as part of its supplier evaluation.

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: Edelrid does not undertake activities related to human rights that go beyond Fair Wear's scope.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 22

Earned Points: 16

Indicators related to communication

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.1 Member company actively communicates about Fair Wear membership.	Advanced	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.	4	4	0

Comment: Edelrid communicates accurately about Fair Wear membership on its website. The member also uses other channels to inform customers and stakeholders about Fair Wear membership on its website.

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: Edelrid does not sell external brands.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.3 Human rights due diligence reporting is submitted to Fair Wear and is published on the member company's website.	Advanced	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.	4	4	0

Comment: Edelrid has submitted its social report, which Fair Wear approved. Edelrid has also 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: Edelrid published its social report, which includes some factory-level data and remediation results, on its website. The factory-level data Edelrid included are: an overview of audits, training, complaints, findings and follow-up. Edelrid has yet to disclose its time-bound improvement plans.

Recommendation: Fair Wear recommends Edelrid to publish 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: Edelrid has a system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations. The internal evaluation system involves top management. Edelrid has defined company goals, which include CSR goals, such as following up the work plan and Fair Wear requirements, that are also connected to the purchasing department. These goals are evaluated yearly. The member does not yet include triangulated information from external sources, such as workers and suppliers, in its evaluation system.

Recommendation: Edelrid is recommended to involve top management 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: Edelrid followed up on 10 requirements from the previous Brand Performance Check. There are 3 requirements which the member still needs to act upon. The member needs to expand its risk scoping to all of its suppliers and ensure that prioritisation in follow-up matches the factory's risk profile. Edelrid should also include the specific risks related to gender in its risk scoping. Edelrid should also assess root causes of CAP issues further and discuss these with its suppliers. The member needs to start developing preventive actions to address the root causes.

Recommendation: Edelrid is strongly recommended to address the requirements that are still outstanding.

5 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.: Yes

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

Recommendations to Fair Wear

Edelrid shared suggestions for Fair Wear how it can improve information management for the member related platforms. The member also suggested a more extensive onboarding for the first brand performance check of new members.

Brand Performance Check details

Date of Brand Performance Check: **29-07-2024**

Conducted by: **Kathleen Gabriel**

Interviews with: Sarah Lenz - CSR

Gianina Illing - CSR

Dennis Morasch - Head of Purchasing

Lukas Lehmann - Trainee

Vitus Wuhler - Managing Director

Xiangyu Zhang - Strategic Buyer