



Waschbär

Social Report 2020



Fair Wear Foundation Membership 2020



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For Waschbär GmbH, social standards are an important part of who we are, since we create products for a sustainable lifestyle. We are proud that we, together with the Fair Wear Foundation, are taking an active part in monitoring and improving working conditions worldwide.

Katharina Hupfer, CEO of the Waschbär GmbH



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Chapter 1 Introduction



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1. Introduction

A personal anecdote on how 2020 changed everything

It was a Sunday, March 1st. I had just been in Izmir with two of my colleagues to visit a supplier for Waschbär. My colleagues returned to Freiburg, Germany, while I continued to Istanbul to visit another supplier of ours. My meeting for the supplier was scheduled for the following day, so I had a free day to pass. While I was sitting in a café having a tea, I noticed the other customers staring at the television screen. They informed me that although Corona started spreading in Istanbul a while ago, the cases were now growing rapidly within the city. That was the moment that I personally felt a sense of unease about Corona for the first time. Not only did I become insecure about what this could imply for me and this trip, but I also realized at that moment that this year would be completely different to my previous years of working in sustainability for Waschbär.

As it turned out, those trips to Izmir and Istanbul were the first and last visits to a supplier for the sustainability department of Waschbär for the entire year. Our jobs changed along with that: while previously we would spend a lot of time planning audits and trainings for our suppliers and discussing the results of those audits and trainings in person during our frequent on-site visits, we now talked to suppliers and informed them of the necessary health and safety measures to prevent infections within the textile factories and making sure that the factories make it through the pandemic without the workers losing their jobs.

As much as we were shaken up by the Corona pandemic and its impact on our textile supply chains, we decided to reflect on this experience in our social report. We have therefore adapted the structure of this Social Report, to better reflect the topics that moved us throughout this unique year.

Joscha from the Sustainability Team at Waschbär



Joscha on his way to a supplier in Istanbul on the last day before Waschbär installed a covid travel ban

We have adapted the structure of this report to accommodate our experiences with Covid-19 during this unique year.

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Chapter 2

Covid-19

and its impact on Waschbär



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2. Covid-19 and its impact on Waschbär

In March our team and all the office workers at Waschbär went into home office and worked from then on at home. While this required an incredible effort from our IT department, we had the privilege to be able to work from home, which worked smoothly for some and not so smooth for others – especially for all colleagues who had to work and take care of their children at the same time while child care facilities and schools were closed. But overall, we had the privilege of working in a safe environment, while our colleagues at Waschbär in the logistics department had to go to work, therefore being more exposed to Covid-19 despite all safety measures our company installed to protect our staff.

2.1 Waschbär's immediate response to the crisis

The same applied to all the workers who cut and sew the textiles we sell at Waschbär. To make sure that those workers were as safe as possible, regarding the circumstances, our colleagues from the supplier management called each of our suppliers to get an overview of the situation in the textiles companies. Ultimately the situation varied from country to country and from factory to factory.

For example, in Turkey, workers that belonged to the group of people at high risk from Covid - based on their age or other illnesses - were asked to stay away from work receiving 60% of their salary. But with more and more countries going into a lockdown, the factory owners became increasingly aware that their country could be next one to go into lockdown. To make sure that their factories had some sort of financial buffer, some factory owners tried to produce more than they normally would have in the run up to their lockdown. We can totally relate to the situation and we understand the paradoxical need for factory owners to both protect the health of their workers, and simultaneously protect their workplace from going bankrupt. This would not only lead to higher exposure for a Covid infection but would also increase the danger of excessive overtime for the workers.

For us at Waschbär, we wanted to make clear that the health of the workers has priority. On a practical level we used the experience of our own logistics team to help the factory owners improve their health measures during the Covid pandemic. So, in addition to our regular phone calls, which we conducted throughout the whole period of the Covid pandemic to make sure that the worker's interests are reflected in the crisis management by their employers, we sent the following chart to our suppliers.

Info Box

Earthquake in Izmir

Having had to deal the whole year with the Corona pandemic, October 30 2020 taught us that one disaster does not rule out another. An earthquake in the Aegean hit Izmir hard and led to 114 deaths, with more than 1,000 people injured and over 6,000 needing to be sheltered.

Since we have one denim producer and one factory that does wet processing for the denim producer in Izmir, we immediately reached out for them to see how they were and whether any of their staff had been affected. So that Friday night we sent out an email and received an immediate response from the owner of the factory reporting to us that all staff were safe.

After the weekend we reached out to our producer again to double-check on their situation, and we learned that the buildings had not been affected. We asked if there is any help needed from our side. Luckily the situation stayed stable for the workers in the two factories; the factory locations and the homes of the workers were outside the most affected region. The factories did not experience any damage and the factory owner of the denim production even donated to the disaster relief after the earthquake. Despite these tragic circumstances and the sadness we felt for all the people that had been directly or indirectly affected by the earthquake, for us it was also a confirmation of the solid relationships with our partners.

We were able to reach out quickly, and receive an even quicker response, offer our support and learn how our partners were able to help within their community.

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2. Covid-19 and its impact on Waschbär

2.1.1. Supplier Health Chart



Safety and Health Instructions for Production Sites during the Covid-19 Pandemic

Purpose of this document

This document is intended as a means of assistance for producers of Waschbär-products. We would like to support you as much as possible in protecting your employees from infections and the resulting consequences. It matters to us to know what happens to our suppliers in the current predicament. For this reason, please remain in touch with us.

First Premise

We are convinced that people aren't there to serve the economy, but that the economy is there to serve the people. Therefore, the health and safety of the people who work for Waschbär in the supply chain is essential to us.

Measures to protect employees

The way to work

- Wherever possible, workers should commute to and from work individually (own vehicle, bicycle, on foot). In general, as few people as possible should be seated in a shared car with as much distance between them as possible. Furthermore, passengers should wear face masks while driving, ideally with FFP2/FFP3 protection.
- It is recommended to make more journeys with fewer people.
- Open windows provide more wind and air circulation, which reduces the risk of infection, but at the same time increases the risk of colds. Air conditioners should not be used.

Workplace Health Precautions

- Open access to soap is mandatory and access to sanitizers is advised. Employees should be encouraged to wash their hands during working hours. All employees working in the goods receiving and shipping areas should wear gloves. Contacts with external persons should be limited to the minimum possible.
- Two metres distance between employees should be kept at all times.
- Good air circulation with fresh air reduces the risk of infection.
- Caution: Some respiratory and protective masks might help against dust, but are not means of prevention against viruses. The general rule is: If masks are worn too long, they become damp and lose their protective ability. Therefore, we dis advise considering breathing masks as the only protection. Note: Protective masks with FFP2/FFP3 standards have the potential to be effective against viruses if handled correctly.



- The work at the production site should be organised so that the contact between the employees is reduced to the minimum (division of shifts, separation of production lines, several pauses for different groups, separate lunchbreaks, and, where possible, home office)
- the frequency of cleaning activities should be increased -> workplace, toilets, canteen. Door handles and handrails should be regularly disinfected.

Employer's possibilities to support the employees

- The management should know which employees, due to age, previous illnesses such as diabetes, heart and lung diseases, belong to a risk group, so that in the eventuality of a Covid-19 infection at the facility, they can be given special protection, for example by working in isolation.
- Employees with illness symptoms should be given time off work with their wages paid (reduced wages if necessary) in order to recover at home. This also applies to employees who have had a case of Corona at home or in their immediate private environment.
- Management should provide support for employees whose children do not attend school or day-care anymore.
- Management should be open to their employees, their needs, concerns and suggestions, despite the contact restrictions and isolation arrangements.

Information about which Waschbär would appreciate

- The management should provide Waschbär with information about the employees' health insurance coverage. For this reason, please inform us if your employees do not have health insurance coverage for a Covid-19 infection or subsequent related disease.
- The management should inform Waschbär if there were any reductions in working hours for employees and if there have been any layoffs. What can be done to prevent this?

The situation in the producing country/policy framework

- Please keep yourself informed about the governmental measures of your country regarding general protection against infection (curfew, lock-down and all non-essential production is stopped). Please inform the representatives of Waschbär about these measures if the impact you.
- Additionally, we would be interested in the measures that the government is taking to protect businesses (short-time work, loans, economic stimulus packages).

We know that you are currently very busy and we are aware of your concerns regarding the current situation. Nevertheless, we would be pleased if you could give us feedback on the above-mentioned issues. Please stay in touch with us – you are welcome to send us an email or call us.

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2. Covid-19 and its impact on Waschbär

2.2 Our voluntary commitment

Even before we sent our Covid-Health & Safety Guidelines (see overleaf) to our suppliers, we informed them that during the pandemic - meaning from that day onwards - we would not charge for a late delivery, but instead we asked the suppliers to get in touch with us as quickly as they could, to inform us of their situations. Meanwhile the Partnership for Sustainable Textiles (Textilbündnis) put their review process on hold because many employees of other textile companies had been given temporary leave and the tasks for CSR departments of textile-selling companies shifted from their classical CSR work towards health and safety and trying to keep their businesses alive. We think this was the correct approach, because it gave us as Waschbär the possibility to invest into securing a sustainable supply chain in spite of the challenging situation and to support our partners without spending time on reporting. Nevertheless, we wanted to make sure that we still commit to our partners. Therefore, Waschbär initiated a commitment within the Partnership to our suppliers which finally led to the 'Guidelines for responsible purchasing in times of Covid-19'.

Waschbär stuck to the self-commitment. We have not cancelled any order, we pre-financed goods for suppliers in need, we have not charged for late deliveries due to Covid and offered support to our suppliers whenever we could, most importantly to cushion the consequences of the pandemic for our partners and the workers in our supply chain.

We have not cancelled any order, we pre-financed goods for suppliers in need, we have not charged for late deliveries due to Covid and offered support to our suppliers whenever we could, most importantly to cushion the consequences of the pandemic for our partners and the workers in our supply chain.



Masks hung up to air out. The pandemic affected how people work together - also in the textile producing industry.

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2. Covid-19 and its impact on Waschbär

2.2.1. Guidelines for responsible purchasing in times of Covid-19



Guidelines for responsible purchasing practices in times of COVID-19

Recommended actions for short-term measures during the COVID 19 outbreak

The recommendations for action reflect the present state of the discussion in the Textile Partnership and are to be further elaborated. The recommendations offer an orientation and are thus not intended to rigidly prescribe what approach each company should adopt in every type of business relationship. Companies can therefore - provided that the above-mentioned principles are respected - choose to act in other ways.

Handling of orders and related payments

- Orders that have already been completed are not cancelled and the agreed payment terms are met.
- For orders that are currently in production or for which material has already been purchased, cancellation is avoided as far as possible. If necessary, another use can be found for material that has already been procured.
- Late deliveries that result from the impact of the COVID-19 outbreak will not be sanctioned.
- New order forecasts are communicated to the supplier at an early stage and regularly updated. Lead times and capacities should be closely coordinated with tier 1 and material suppliers. Delays should be anticipated, especially when production starts again after a lockdown.

In dialogue with the supplier it is to be examined:

- How costs already incurred are covered when orders cannot be completed. At best, the company placing the order pays for material and wage costs.
- Where goods can be stored temporarily in case they cannot be delivered or accepted at the moment, how costs can be split that may arise and what other alternatives are available to avoid extra costs (e.g. switching to slower means of transport).
- Whether wages can be paid and whether it is possible to make concessions in order to secure wage payments, e.g. by adjusting payment targets. Other alternatives should also be examined, such as the provision of financial emergency aid for workers to cover the loss of wages or layoffs in cooperation with other actors/at country level.
- What alternatives are to avoid cancellations and changes in forecasts. The same applies to the final termination of business relationships.
- In the event of factory closure, workers should receive the wage and compensation payments to which they are entitled (see also the previous point on the provision of financial emergency aid).

Dealing with health risks and the risk of infection in production facilities

In dialogue with the supplier, efforts must be made, e.g. by providing support or information/material, to ensure that:

- Suppliers implement adequate protective measures to reduce the risk of infection. This also applies to the transport of workers to and from the production site.
- Workers are informed about these protective measures and their rights and have access to worker/trade union representatives or other effective grievance mechanisms to raise concerns or complaints.
- Suppliers comply with government measures.

as of 22 April 2020

1

Outlook

In order to avoid negative impacts on all actors involved, and in particular on workers in the supply chain, the current situation requires all parties involved to work in a spirit of mutual understanding and partnership, as well as close communication and flexibility. The COVID-19 crisis can only be overcome together. At the same time, the current situation underlines what must apply now more than ever and in particular for the upcoming future: Fair and cooperative relationships between buyers and suppliers form the basis for stable global supply chains. Against this background, the guidelines outlined here will be further developed by the members of the Textile Partnership to cover actions beyond the immediate time frame of the crisis situation.

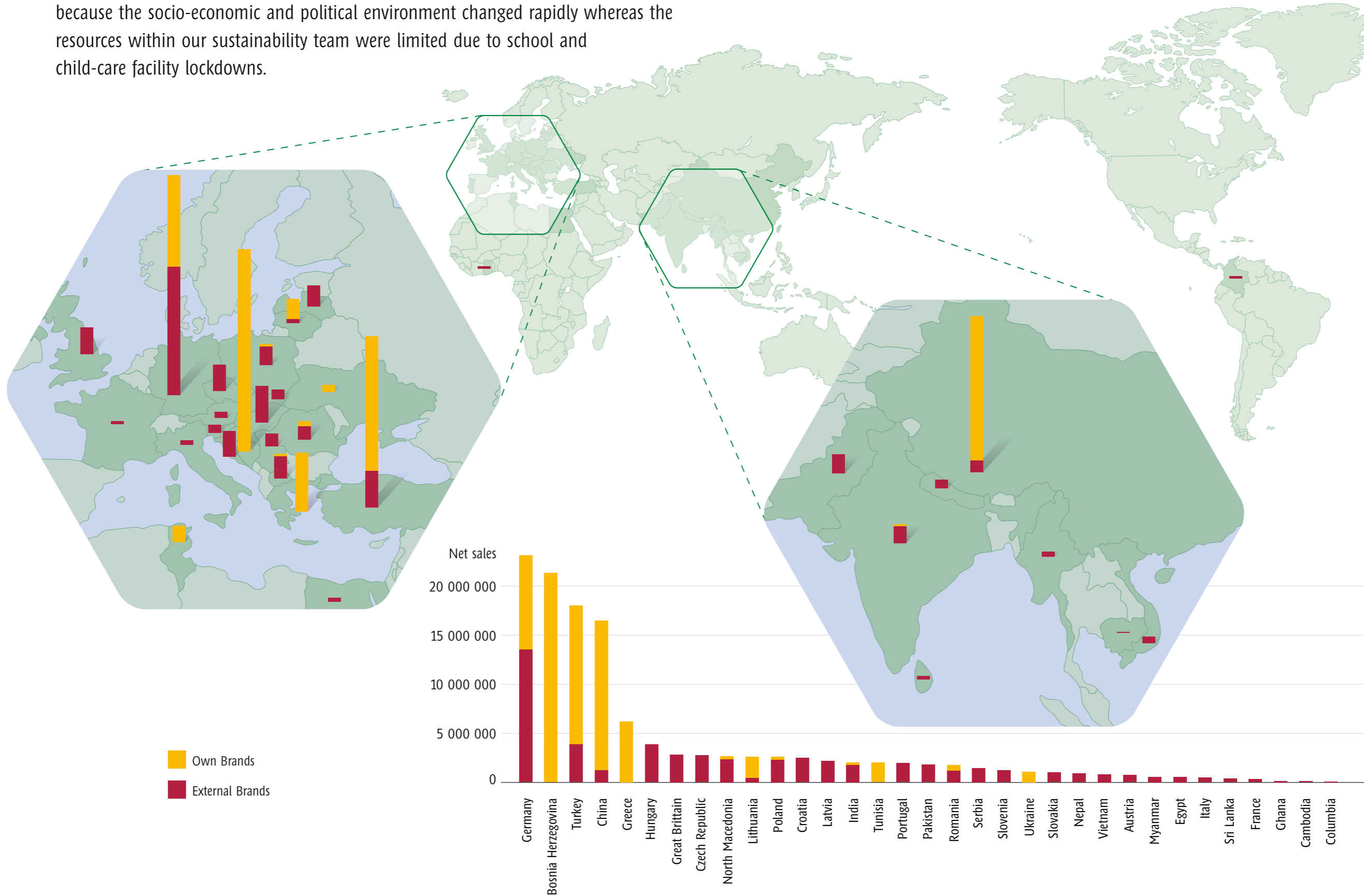
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2. Covid-19 and its impact on Waschbär

2.3 Sourcing countries for Waschbär products

For our own brands (Enna, Grünheld, Minibär, Waschbär) we are sourcing textiles from 12 different countries. Keeping an overview of the situation in all these countries is already challenging in normal times; during the Covid-19 pandemic it is even more challenging because the socio-economic and political environment changed rapidly whereas the resources within our sustainability team were limited due to school and child-care facility lockdowns.



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2. Covid-19 and its impact on Waschbär

2.4. Cooperating with Member Brands of the Fair Wear Foundation

Our situation applies to many other textiles companies who are also committed to sustainable production and we were glad that we were able to bundle our forces. Initiated by other Fair Wear Member brands we worked together in cooperation to monitor the current situation in the countries we source from. This means that every brand was responsible of doing research on the respective Covid-related situation in some of their sourcing countries and shared those insides with the other brands. This information was then shared amongst us brands. Initially those updates happened every two weeks until we changed to a monthly update when the pandemic lost its dynamic temporarily in the second half of 2020. Waschbär reported on the countries of North Macedonia and Bosnia Hercegovina. We feel fortunate that within the community of the Fair Wear Members, we work together with other brands on improving on our sustainability. This joint project enabled us to better assess and evaluate the specific situations at our suppliers. For example, in case that a factory had to close down temporarily due to the pandemic, we could quickly comprehend whether social safeguards like payment of loans through the state could be relied on or whether we needed to find an individual solution with our supplier to secure the continued payment of wages.

To improve the social and environmental conditions along our textile supply chains, our day-to-day jobs within the sustainability department focus on our commitment to our suppliers. Sometimes however, as we discovered, it pays off to zoom out of the daily routine and take a look at the bigger picture. We decided to shine a brighter light on to our own actions by assessing our own purchasing behaviour. Within the Partnership for Sustainable Textiles we conducted a self-assessment of our own purchasing practises. This meant that all members of the departments Purchasing, Quality Control, Disposition and Sustainability answered an anonymous online survey, about our purchasing practises.

Through this survey we felt reassured about the quality of our efforts thus far, but we were also able to identify where we need to improve our purchasing practises and our in-house communication around purchasing practises. In total we defined 12 different goals, from working with open calculations with our suppliers, to having a more systematic supplier rating and feedback to establishing better forecasts. Unfortunately, this project has been slowed down due to the Covid-19 pandemic and its challenges for all our departments that have been involved. Nevertheless, cornerstones could be set that we will build upon in 2021.



Workers in North Macedonia in 2018.

We cooperated with other Fair Wear Member brands to monitor the Covid19-situation in countries we source from. Waschbär reported on North Macedonia and Bosnia Hercegovina.

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Chapter 3

Responsible Purchasing for improving our social responsibility

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3. Responsible Purchasing for improving our social responsibility

3.1. Our Responsible Exit Strategy

One of our targets to improve our purchasing practise was to establish a transparent process when we identify a need for ending a relationship with a supplier – which becomes necessary from time to time, even if we always aim at long-term partnerships. Reasons for the need to end a relationship differ, some suppliers underperform regarding ecological and social sustainability, others offer products that do not fit into our assortment anymore and again others do not fulfil our quality requirements.

To make sure that the impact is manageable for the company and its workers in case we end a business relationship, we have now established a 'Responsible Exit Strategy'. For us it is important to identify why a business relationship might need to end, to give the partner the possibility to improve the situation and to phase out in an appropriate time frame, depending on our leverage at the supplier. For more detailed information please refer to the simplified display of our strategy overleaf.



Reasons for the need to end a relationship can be varied.

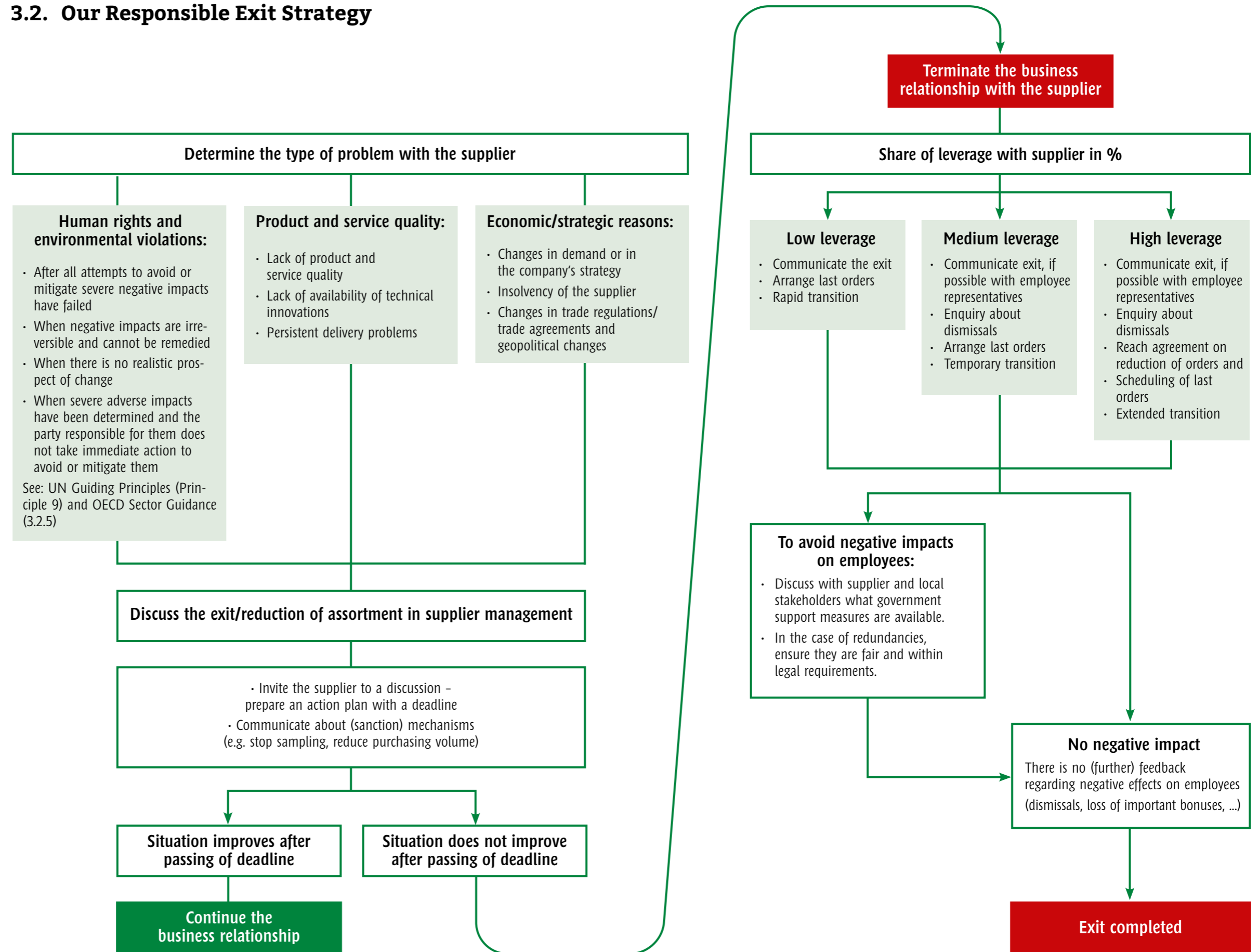
From time to time it may become unavoidable to terminate a business relationship. To make this a transparent process, Waschbär has established a „Responsible Exit Strategy“.

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3. Responsible Purchasing for improving our social responsibility

3.2. Our Responsible Exit Strategy



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Chapter 4

Facts and Figures about Audits and Trainings



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4. Facts and Figures about Audits and Trainings

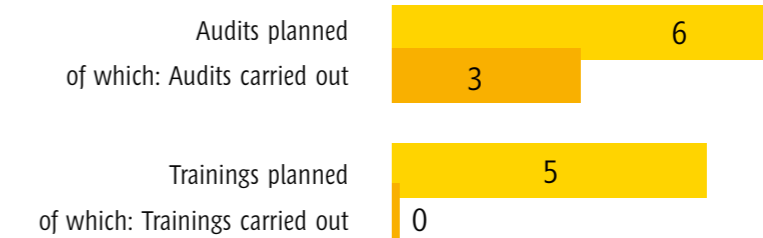
Planned vs actual audits

In 2020 we had planned a total of six audits: three in Turkey, one in China, one in Tunisia and one in Romania. All audits in Turkey had to be cancelled due to Covid, but we were able to conduct the audits in Tunisia and China (both producing for our own brands) and the one in Romania for an external brand.

Planned vs actual trainings

Additionally, we had planned five trainings: in India, Lithuania, Northern Macedonia, Romania and Ukraine, none of which could be carried out. This was an unsatisfactory situation for us, but could not be changed due to the circumstances. Where we were able to conduct the audits, we worked together with the suppliers on the Corrective Action Plans (CAP - see Info Box on page 18). The financial costs of the audits are always carried by Waschbär. The factories contribute by providing the time and staff capacity needed to organize the audit. As stated in the section on Covid-19, the situation demanded us to explore uncharted terrain, by maintaining our business relationship with our suppliers while continuously working on sustainability under difficult circumstances. We were able to progress on sustainability mainly due to our long-term and committed relationships with our suppliers. This means that, with most of our suppliers, we work together very closely and in open and fruitful relationships. And additionally, our orders within the companies are in most cases high enough to make our words count. This proved to be essential during the Corona times.

2020 Impact of Covid-19 on Social Monitoring



Info Box

Audits – the Waschbär Way

Audits are external examinations by a third party – to examine to what extent the required standards, (in this case the core standards of the Fair Wear foundation) are complied with and where there may be room for improvement. In addition to the on-site visit, the auditors conduct anonymous workers interviews outside the factory facilities to verify the findings from the on-site visit.

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4. Facts and Figures about Audits and Trainings

4.1 Monitoring our suppliers

Although we could not conduct the audits that we had planned for 2020, we still managed to cover a lot of ground in terms of having regular audits in the textile factories. As stated in the graph below, 96% of the textiles that are sold by Waschbär are from audited factories or factories located in low risk countries. Low risk countries are countries within the European Union (except Romania, Bulgaria and Italy), Iceland, Switzerland, Lichtenstein and Norway.

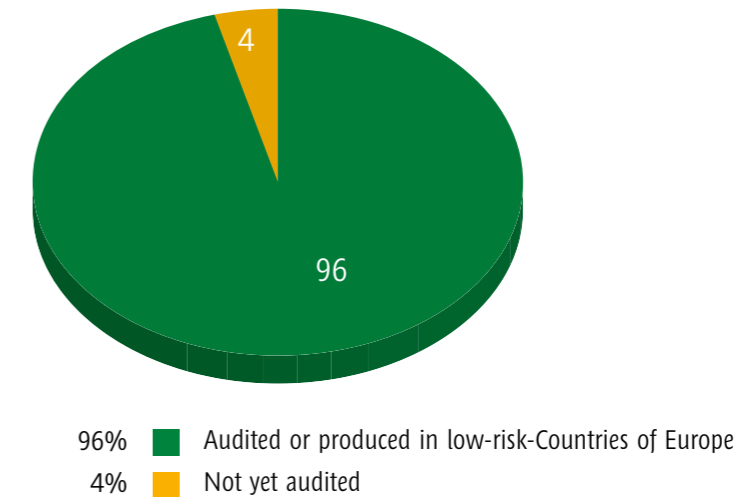
Whereas this is the overview of all textiles products, Waschbär sells products of products from our own brands (Enna, Grünheld, Minibär, Waschbär) along with products from external brands like VAUDE, Mufflon, Think,..... Overall we cover 96% of our production monitoring. If we have a glimpse at the monitoring of all the factories that produce products for us under a label from Waschbär (Enna, Grünheld, Minibär, Waschbär) - without any external brands - we see that 8 % of these products come from Germany, 10% from within the EU (not including high risk countries) and 82% are from outside the EU or high risk countries but audited. Only 0.09% of the products are currently not audited.

Info Box

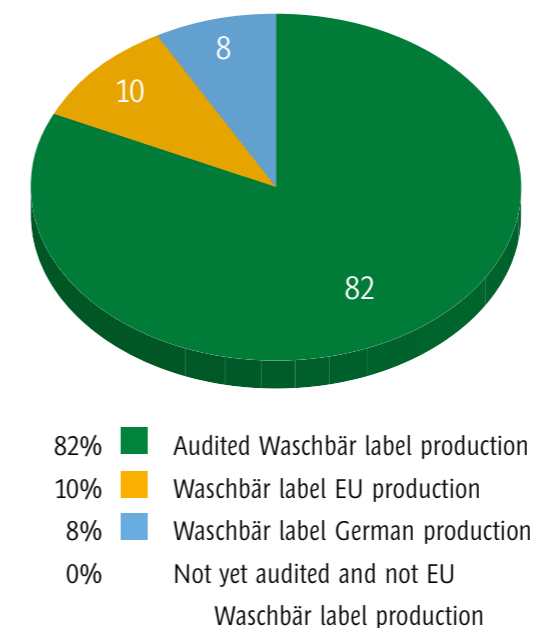
Low risk countries vs. high risk countries

'Low risk countries' in comparison to 'high risk countries' are determined by the presence and proper functioning of institutions such as trade unions, worker committees, labour legislation and labour inspection, which can guarantee compliance with basic standards. All current member states of the EU - except Bulgaria, Italy and Romania - and the European Free Trade Association (EFTA) Iceland, Liechtenstein, Norway and Switzerland are considered to be 'low risk countries'.]

Social compliance of all textile products



Audits for all textiles sold under a Waschbär label (Enna, Grünheld, Minibär, Waschbär)



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4. Facts and Figures about Audits and Trainings

4.2. Corrective actions after audit

Although we only managed to conduct three audits (two from our own brands) in 2020, for us it is important that audits are learning experiences, which give the factory valuable information on how they can improve their working conditions. We, as the business partner, see our role as an advisor and partner, who at the same time monitors improvements.

The audit in China

For our audit in China, the main finding for us was the use of excessive overtime for a certain period during the year 2020. This was disappointing for us, since we had worked hard with this company on the same issue after the previous audit three years ago. Since then, we had given the company a better forecast so they can plan their production better and we regularly checked the working time sheets of the employees. We had thought the situation was improving, and were therefore disappointed to find that the audit proved us wrong. The supplier explained to us that the increased overtime resulted from a short-term order the supplier had received from the domestic market. To our disappointment, the supplier had not contacted us proactively to inform us about this constraint, which would have given us the chance to shift production to avoid overtime. Therefore, we addressed this topic with both the supplier and our own supplier management, briefing the colleague from our supply chain management department to actively ask about other orders the company has, so we can see if we can plan around those. This is how we proposed to operate going forward, because we had already urged the supplier to find more clients, since it had been almost completely dependent on us.

Info Box

Corrective Action Plan (CAP)

After an audit, the Corrective Action Plan (CAP) is used as a controlling instrument between Waschbär and the manufacturer. A Corrective Action Plan is a list that specifies the outcomes of an audit. All listed corrective actions are scheduled with deadlines.



A worker at a factory in China in 2017.

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4. Facts and Figures about Audits and Trainings

The audit in Tunisia

The audit in Tunisia took place in a different context. Overall, we are not content with this business relationship since the performance and the delivery of the goods from this supplier has not been satisfactory. Additionally, we are facing the problem that we have been working with this supplier for a long time, but have seen not enough progress in terms of thinking and acting sustainably. So, we had previously actively addressed the sustainable mindset of the management and asked for improvements. Since this was the second audit for the company, we urged them to work more proactively on the CAP themselves to demonstrate to us that they are capable of detecting areas of improvement and solving them on their own. To do so, we had given them a time corridor of 6 months. The audit demonstrated that the company management is able to fulfil basic tasks like ordering ergonomic furniture for their staff, but is still unable to act proactively towards and understand basic sustainability demands. As a result, we are currently not sourcing new products from this supplier and are looking out for alternative sourcing options.



Sewers in Tunisia producing trousers.

Info Box

Why we did not use training videos

The Fair Wear Foundation published a series of videos regarding the workers rights within the pandemic (available in Arabic, Macedonian, Romanian and Turkish) to be shown to the workers of the factories. We did not send these videos to our suppliers who covered those languages in their production, since overall we were not entirely convinced that the benefit of showing the videos would have overruled the risks along with it: we had strictly recommended our suppliers to avoid any gatherings - many suppliers changed the lunch hours, so workers have less exposure to co-workers - and felt insecure and uncomfortable about encouraging gatherings where workers would watch those videos together.

We also did not want the videos to be sent to the workers' private mobile phones by the management, since we believed that no workers should be required to use private material to fulfil a work task, which would have been the case there. Although regarding the content, we did consider allowing an exception for this matter, in the end we decided that we did not want this to mark a turning point for considering private phone use for work matters as acceptable. This would have been something which may have gotten out of our hands.

What we appreciate so much about the Workers Education Programme Training is the interaction and the dialogue to make things clearer for the workers. We feel this is something a video cannot replace. Therefore, we opted instead to pursue regular contact with the management of our companies, providing them with relevant information on an individual basis and calling for a vivid and open internal dialogue with their workers, especially in pandemic times.

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Chapter 5

What lies ahead of us – The Year of Transparency

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5. What lies ahead of us – The Year of Transparency

For 2021 we decided to jump onto the Fair Wear Foundation bandwagon by using last year's motto and call it the 'Year of Transparency'.

We have great projects ahead of us:

- Firstly, we will publish our suppliers on our own website to create more transparency for our customers and to give our suppliers the credit they deserve for the good work that they are doing for us.
- In Chapter 3 we described our self-assessment-project - including a survey on our own purchasing practises. We will approach this topic from a different angle by conducting the survey with our suppliers. We are eager to learn how they assess our purchasing practises and hope to receive valuable feedback which will help us improve further and give us motivation for continuing on the path we are following here at Waschbär.
- We are also very excited about a blockchain initiative that we are planning to join, which will help us to achieve a transparent supply chain.
- Finally, we want to continue working on open calculations with our suppliers.



A worker in Romania joining a collar to a jersey.

Via our self-assessment-project we are eager to learn how our suppliers assess our own purchasing practices.

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Chapter 6

The Sustainability Team and its role within Waschbär



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6. The Sustainability Team and its role within Waschbär

The Waschbär GmbH originated as an Eco Business. The company started with products to reduce our ecological impact on the environment and it still stands by this basic philosophy when sourcing its current products. Not only does the environmental impact matter within textile production, but also the improvement of social standards. That is the reason why Waschbär joined the FWF. The membership encourages Waschbär to actively pursue further improvements. Waschbär is GOTS certified and uses only energy from renewable sources in all their offices. The whole company is carbon neutral (certified through Carbon Neutral/London).

The Sustainability Department at Waschbär is responsible for both the social standards (including co-operation with the Fair Wear Foundation) as well as environmental standards (compliance with the ecological specifications and the GOTS certification).

6.1. Purposeful Work – Waschbär the Purpose Company

Since 2017 Waschbär is a Purpose Company. Through this form of business organisation, Waschbär can never end up in the hands of an investor; it will always belong to itself. Therefore, it is out of reach of financial interest, since all profits that the company earns remain within the company and can only be reinvested within the company for its own use. This way it is guaranteed that Waschbär will remain an eco-business with a strong focus on sustainability.

6.2. Sustainability at Waschbär

Sustainability is a core element for Waschbär: the sustainability department has the right to veto any business relationship with suppliers. Along with our engagement in ecological sustainability, all Waschbär staff-members are informed about FWF membership and related news via the Intranet. Any new staff members involved in monitoring activities are trained in a workshop about FWF and the Code of Labour Practices. Reports within sales meetings continuously inform about the social performance of suppliers.

In addition, every season employees at Waschbär are trained on the latest collections and their specifics. Employees are also given training about the ecological and social principles of the company.

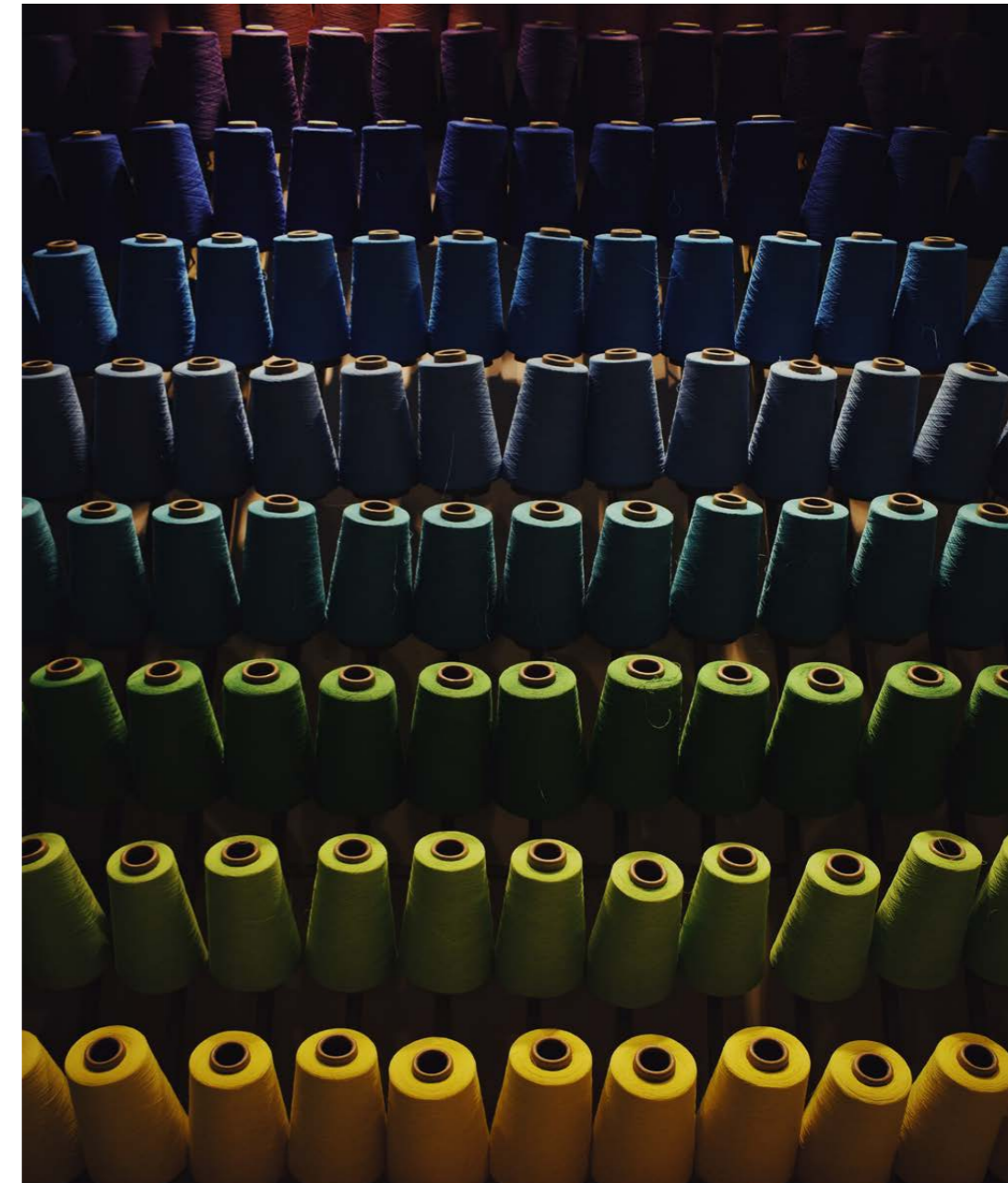


Photo by Vishal Banik on Unsplash.com

The reason Waschbär joined the Fair Wear Foundation is the conviction that with textile production social standards matter as much as the environmental impact.

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6. The Sustainability Team and its role within Waschbär

6.3. The Team introduces itself

Throughout the last year the sustainability team at Waschbär experienced quite a change; we grew in staff over various fields that fall under the umbrella of sustainability, from sustainable packaging to sustainability in hardware. Those responsible for Textiles are Theresa, Jonas, Luisa and Joscha. Theresa is responsible for all ecological questions concerning textiles, Jonas is in charge of the data and statistics, and Luisa and Joscha work hand-in-hand on any social issues regarding the textile supply chain, assuring the Waschbär social standards and even developing them further.



Jonas
Datamanager



Luisa
Sustainability Coordinator



Joscha
Senior Sustainability Coordinator



Theresa
Senior Sustainability Coordinator



Key data for Waschbär:

Address

Wöhlerstraße 4, 79108 Freiburg im Breisgau

Brand

Waschbär GmbH (founded 1987)

Homepage

waschbaer.de

Product Range

Fashion, shoes, cosmetics, furniture,
home textiles, bedding, household,
goods, toys, books, food.

Sales Markets

Germany, Switzerland, Austria, Netherlands

Distribution Channels

Mail Order, E-Commerce, shops

Shops (Outlet Stores)

Freiburg, Karlsruhe, Göttingen

Owner

Katharina Hupfer, Matthias Wehrle, Purpose Stiftung

CEOs

Katharina Hupfer, Matthias Wehrle

Number of Employees

411

Number of Trainees

11

Turnover

€ 78 million 2020; Turnover Textiles and Shoes: € 44,3 million