

# SCHIJEVENS

BRANDS:

T'riffic

Formal name: Schijvens Confectiefabriek Hilvarenbeek B.V.  
HQ: Netherlands  
Revenue 2018:  
Profit 2018:  
Direct suppliers: 11  
Sub-contractors: 54  
according to brand  
Top production countries: Turkey  
Pakistan  
China

## SUPPLY CHAIN TRANSPARENCY:



Schijvens discloses name, address, parent company, type of product and number of workers for most production units fully in line with the Transparency Pledge and provides factory names and addresses in a machine-readable format. → Schijvens should provide a breakdown by gender of the wages paid by its suppliers.

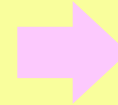
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



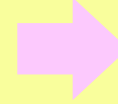
This means: Schijvens claims that between 1% and 25% of its suppliers are paying the company's stated living wage and evidence is public or some plausible explanation is given. → Schijvens has started to work on living wage with some success. It should consider negotiating and signing enforceable agreements with worker representatives and making a commitment to pay higher prices to suppliers that pay living wages.

Schijvens has published a clear commitment to ensure a living wage is paid across its supplier network.



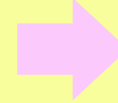
This is a good start! We encourage Schijvens to put their commitment into action.

Schijvens says it is working on improving wages for workers across its supplier network. However, it does not meet all elements of a public, time-bound action plan.



Schijvens should improve its plan to achieve a living wage in a reasonable time-frame.

Schijvens says it applies the Fair Wear methodology, in order to safeguard wages in price negotiations with suppliers, so workers' wages should not be squeezed as part of the bargain.



Schijvens should ensure prices paid to suppliers are sufficient to cover a living wage and social protection contribution for all workers in their supply chain.

Several benchmarks are available for companies to measure whether wages are sufficient to meet the basic needs of workers and their families.

No evidence was found of public information on gender pay gaps in its supply chain.

Of these, the company says it is using the following in its supply chain:

- Asia Floor Wage Living Wage Benchmark
- Global Living Wage Coalition (Anker)
- Fair Wear Foundation Wage Ladders
- FLA Wage Ladders

No data about wages currently paid to workers at its suppliers is disclosed.

Schijvens does not publicly report on unionization of workers nor on existing collective bargaining agreements in its supplier factories.

Schijvens says that at the time of its last annual report, 1 of its suppliers, representing 38% of its production volume, was paying a living wage to all workers. They used an internally devised 'target' living wage based upon a survey of employees, using the FWF wage ladder. The methodology to calculate the target wage however led to a too low estimate. The result can not be considered a genuine living wage. Schijvens has disclosed to us the name and address and wage data of this factory but has not made this information public.

FASHION  
CHECKER

BRAND PROFILE

APRIL 2020



Funded by the  
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