



Fair Wear member since September 2005
www.heigo.nl



Heigo social report

Reporting period: January 2024 – December 2024

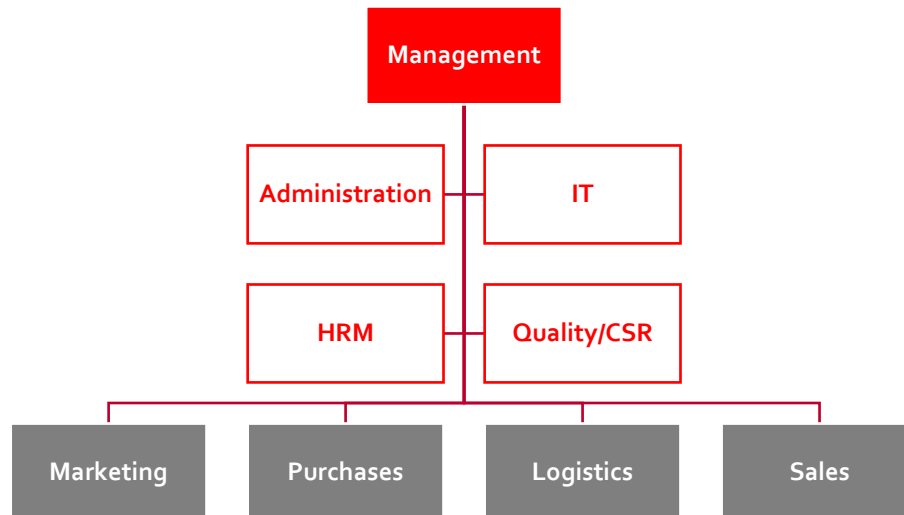


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Heigo Social Report

Organisational chart



Summary: 2024 goals & achievements

The demand for our Made To Match products has increased and Heigo has increased the production capacity of its factory by 20%. New employees were hired for this purpose.

In 2024 the production site in Bulgaria was visited 10 times. With the other production locations there has been frequent contact with them regarding order and production schedules. No orders have been cancelled with them or payments were suspended.

The Fair Wear Team in our Varna Confectia factory in Bulgaria is monitoring the social compliance and is responsible for the improvements in Social Compliance in the factory. During quarterly meetings the Fair Wear Team is monitoring the Social Compliance and making new steps to improve Social Compliance in the factory. In 2024, we were again able to pay attention to the remaining points from the CAP and an audit will be organized in 2025 at our production site and at one of our subcontractors. This audit will be conducted by the Fair Wear Foundation.

What did we achieve more in 2024

With the introduction of a new digital transparent evaluation-system, 2024 has again seen much progress in our production efficiency. Varna Confectia introduced this new scheduling system in 2020 that is open and transparent to employees. Last year we made progress in our

production-efficiency. Sewers are able to see real time their efficiency. A lot of manual work in administration was automatized and employees were positively motivated in doing their job. It results in an higher efficiency and commitment with a direct advantage for the workers in having a higher salary paid.

Also with these measurements we are making progress working towards paying Living Wages. In Heigo's propositions to clients we calculate more and more garments at a Living Wage level.

In 2024 we discussed with several individual manufacturers and suppliers the Questionnaire and also the FWF Code of Labour Practices to see what progress has been made. We achieved results in terms of higher and improved commitment from manufacturers and suppliers in implementing the FWF Code of Labour Practices. We also achieved results and higher and improved commitment along our supply chain in terms of reasonable hours of work, no discrimination in employment, no exploitation of child labour, employment is freely chosen and safe and healthy working conditions. We communicated with our factory the existence of the complaints-Hot-line of the FWF. Also in our own production location at Varna Confectia we achieved that there is higher and improved awareness about the FWF Code of Labour practices among the management, staff and workers. We are happy to see the developments and improvements of these steps being made in our factory in Bulgaria. In 2024 there were no complaints received at our suppliers.

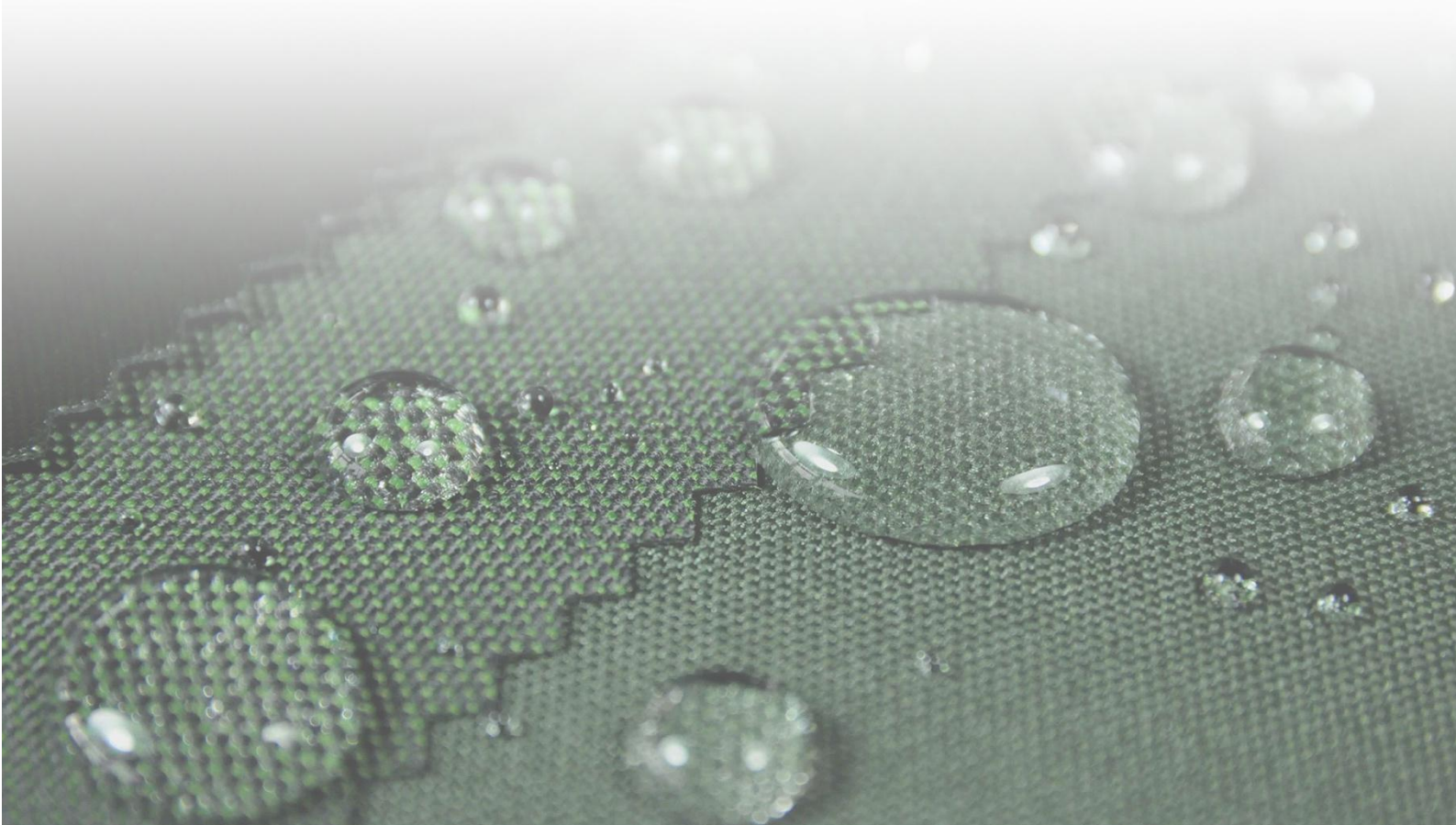
In 2024 we aimed to buy more from other FWF members and moved our sourcing from non FWF members to our own production location in Bulgaria Varna Confectia or to existing FWF-members. Earlier our purchasing department succeeded in moving our production locations from high-risk to low-risk countries.



CEO Piet Goossens statement: *"Improving labour conditions is not any longer a dream it is a strategy and durable philosophy in our company. Improving labour conditions is becoming part of our daily processes in the company and part of our daily business. Not only at Heigo but also in our factory in Bulgaria Varna Confectia. Besides this clear statement, Heigo wants to be one of the first workwear companies in The Netherlands starting and implementing a living wage project. Improving labour conditions in the organization is part of our strategy and DNA. Not only does this apply to our production site Varna Confectia but applies to our entire supply chain. Improving labour conditions is no longer a request but a requirement."*

- Circularity is part of our sustainability strategy. The market and specific the public market is asking more and more for circular workwear. This is another reason why we partnered with bAwear to provide life cycle analysis of all our products.
- Sustainability is part of our daily business, not only in our products and internal organization but also towards our total supply chain. To gain good insight into our production chain, we have joined tex.tracer's verification platform. Along this transparency in our supplychain, we are working with them in developing a Digital Product Passport (DPP) for our products.

The customer/market claims/requires a complete and wider scope of the sustainability strategy. This need has a positive effect on our sustainability strategy. Not only the ILO (the labour part) is important but also the sustainability of the fabrics and raw materials is important. The circularity of clothing is becoming more and more important. The return Logistics Service Program is becoming important even as the use of energy, water and waste. That's why we are also ISO 14001 certified besides ISO 9001 and ISO 27001. And we are also MVO-Register/FIRA certificated to measure our performance level in sustainability. We reached the Fira 4 stars rating status with an extended audit report. We are also member of MVO-Nederland and are "koploper" of the textile participants. Together with other companies we're developing a circular worker with post-consumer content.



- One of our earlier achievements is that we created a Fair Wear Team in our own production in Bulgaria Varna Confectia. As explained before, we already realized more and more results and improvements on Social Compliance in our own factory in Bulgaria. In 2021 we continued with this systematic approach by monitoring our Social Compliance in the own factory in Bulgaria. The Fair Wear Team has become an important key in our Sustainability strategy.
- If we look internal in our company than we achieved much more and higher awareness about FWF and about the FWF Code of Labour Practices among our complete staff of around 80 employees.

In 2024 we achieved the reward as “Good” of the Fair Wear Foundation. In 2017 we signed the Dutch agreement on Sustainable Garments and Textiles and **in 2021 we more than met the assessment in the last year of this covenant.** Last year we made new efforts and achieved better results to get the production in Bulgaria on the required level in terms of Social Compliance. We are proud of this because the own production in Bulgaria (with its subcon's) is our key producer/supplier in our total supply chain (> 95% FOB). This year (2025) we will plan a new audit for Varna Confectia and one of other subcontractors.

Related to Living Wages our factory calculated several garments to a level of living wages. We decided to do this for specific tenders where these garments are asked for. In this way we will close the wage gap step by step in direction to the living wage level. Meanwhile we started a social dialogue with the workers about their expectations of a living wage level.



Sourcing strategy

SOURCING STRATEGY & PRICING

Our sourcing strategy is to focus on our own factory Varna Confectia in Bulgaria and besides this, our sourcing strategy is to buy as much as possible from other FWF members. If we cannot produce the requested product in our own factory in Bulgaria, our strategy is to produce only in low risk countries, like Portugal. Our strategy resulted in moving the production from the Far East to Europe and specially to our own factory in Bulgaria and particularly low risk countries like Portugal for knitwear.

For potential new suppliers we focus on their membership of FWF. FWF members are our preferred suppliers. So besides focusing on our own factory, our strategy is to work on a long-term partnership with strategic partners which are members of the Fair Wear Foundation.

For 2024 we focused on more sustainable products especially more sustainable fabrics and raw materials. The focus is also on more suppliers within the European Union for these fabrics and raw materials. For reasons of sustainability and reducing our Footprint we are working with our suppliers of fabrics on developing more and more pre- and postconsumer recycled materials. Our focus is to develop less CO₂ emissions during transport, environmental circumstances on the production locations. We monitor our products of the Made-To-Match line to improve the CO₂ emissions to a lower level. The use of sustainable garments and post-consumer materials makes the difference.

PRODUCTION CYCLE

The Life-cycle of a product takes several years. This is different for each style and collection and is influenced by new developments/trends in combination with demands from the market. We developed in 2020 the Earth-Line, circular workwear which can be recycled by our high-end chemical recycle technology HTEX.

At Varna Confectia we use a lead time between 8 – 12 weeks. Varna Confectia will be informed about orders during the development of the article/collection. Varna Confectia is involved in the development, the planning and production from the beginning and the calculation is made for the standard working hours. So leadtimes are in this way always approved by Varna Confectia.

SUPPLIER RELATIONS

In 2024 we increased our clothing-business with FWF-members. Our main goal is to produce in our own factory and choose for external producers when own production is not possible.

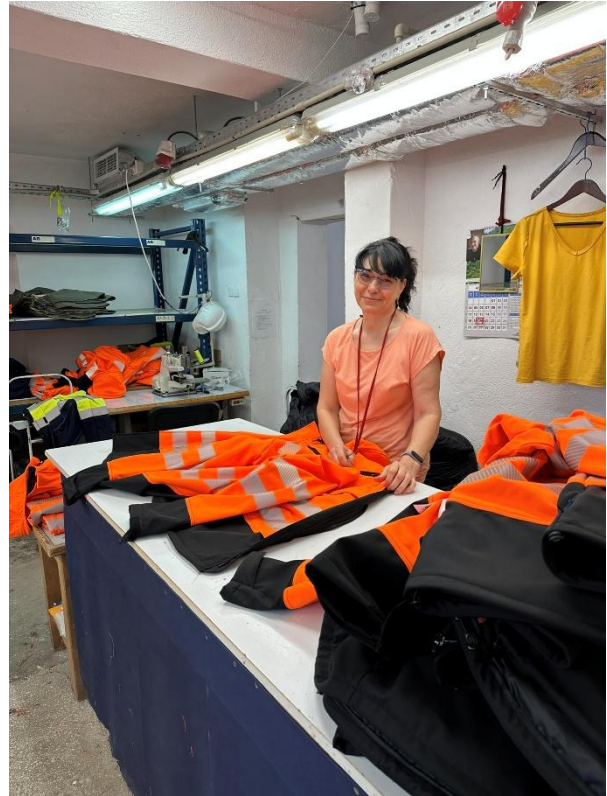
Important topic in the selection of new suppliers was our explicit condition of membership of FWF.

In 2021, we stopped doing business with suppliers from the high-risk countries China and Turkey. In recent years, we have indicated to these suppliers that we will reduce our orders given the low order volumes. This is also part of our strategy to reduce the tail-end producers. Instead selecting new suppliers, our main focus and strategy is producing more and more garments/workwear in our own factory in Bulgaria Varna Confectia. Due to increasing demand for our Made To Match program, in 2024 we have hired additional employees at our production site to meet market demand. They have signed a labor agreement and, like all other employees, they work according to the human rights established from the United Nations OECD guidelines.

Heigo mapped and disclosed 100% off all our suppliers and subcontractors from Varna Confectia to the Fair Wear Foundation.

INTEGRATION OF MONITORING ACTIVITIES AND SOURCING DECISIONS

- We use our Country-risk assessment-system on supplier level to monitor our suppliers. For that reason and the very small volume we decided to stop producing garments in high-risk countries. Our policy is to buy more and more workwear/knitwear from FWF-members. We monitored the Brand Performance Check of these companies and decided to focus on the purchase at these suppliers.
- Also our strategy is to produce more knitwear in low risk countries like Portugal.



Coherent system for monitoring and remediation

FACTORIES

Our factory in Bulgaria Varna Confectia:

- Bulgaria – 10 visits in 2024 to Varna Confectia visited by Piet Goossens.
- > 90% of our total production is sourced from Varna Confectia
- Piet Goossens visited the factory in Bulgaria. He discussed the planning and efficiency tool and the progress of the Corrective Action Plan, the code of labour practices (CoLP) and implementation and informing staff about several developments.
- Our factory Varna Confectia was audited in 2022 by the Fair Wear Foundation and will be audited again this year (2025). In 2022 FWF audited also our subcontractor-Megahit 2020.
- Because Varna Confectia produces also for Omnisafe (non Fair Wear member) in Belgium, Heigo supports them in possible issues at Varna Confectia.
- The audit report and the CAP (2022) with findings of Varna Confectia are available.
- There is a CAP for Varna Confectia and Megahit 2020 (Grand 2023) over 2024 which we can provide as a complete overview of all the corrective actions which have been handled or solved.

Summary of how we follow up the CAP:

- Varna Confectia has a special team involved with the FWF Code of labour practices. This Fair Wear Team is responsible in continuous improving the social compliance of Varna Confectia and its subcontractors. This team is responsible for the corrective action plan and responsible for the requirements/recommendations in the CAP. For example: Varna Confectia established a system to monitor and improve social compliance. The management organized a training to explain the workers about the aim and meaning of the FWF Code of Labour practices. The management established a way of effective communications with workers, through information board postings, regular meetings. Varna Confectia established an effective written grievance mechanism and trained the workers on how to use it. Varna Confectia informs workers about the possibility to elect worker representatives, in a management-free meeting and voting process. Varna Confectia established a transparent and detailed system how the salaries are formed and explained this system to the workers.

Varna Confectia has an official documentation from the Fire Brigade for Safety and Health circumstances in the factory.

Each worker has an individual contract with Varna Confectia with all details filed in an individual workers archive. All requirements/ recommendations in the CAP have been handled and implemented in the Varna Confectia factory.

Factory Varna Confectia Bulgaria

In 2022, an audit was conducted by the Fair Wear Foundation. Based on this audit, a Corrective Action Plan was prepared for the social components (themes 1-8) in this audit.

1. Discrimination and gender.

In 2023, the Human Rights Due Diligence (HRDD)-policy is established on rules of conduct as well as a transparent evaluation system. The factory developed a grievance mechanism for workers to communicate their possible grievances. In 2024 no complaints were noticed.

2. Child labor

From the personal administration it appears that all employees have an age of at least 18 years.

3. Employment contract

All employees in the factory have a legal employment contract.

4. Employment is freely chosen

There is no forced labour and we do not have home-workers at our suppliers.

5. Excessive overtime

No structural or excessive overtime was observed during the audit period. We changed the production planning and increased the lead-times of orders from 6 weeks to 8 - 10 weeks in general. Result of these actions is that there is nearly no need for overtime.

6. Freedom of association

All employees can associate and have the freedom to join a trade union.

7. Living wages

Employees in the factory all earn a wage above the legal minimum. The average wage including additional benefits measured across all employees is at the level of a target wage which is more than 60% of the average wage earned in Bulgaria. In 2023 we recalculated more garments at our cost prices against a living wage level. More and more steps are taken towards living wages.

A wage-ladder is into place and a high priority is given to Living Wage. The employees at the production site in Bulgaria work in different departments. In all departments, each employee is paid at least the minimum wage. In addition to a basic wage, employees also receive additional rewards in the form of attendance bonus, meal vouchers and insurance.

Together with our other suppliers we started conversations about the possibilities of financing wage increases. The minimum legal wages increased from 780 BGN (2023) to 910 BGN in 2024. Heigo pays its employees 30% above the legal minimum wages and is determined to pay living wages for the workers. The average wage including rewards varies across departments. The benchmark for a living wage for a family of 2 adults and two children is BGN 2.616 in 2024 (source: novinite.com).

8. Safe and healthy workplaces

For people who perform standing work, anti-fatigue mats are more helpful. In addition, good chairs for sedentary work are important for everyone's health. Furthermore, attention should be given to scheduling a periodic medical examination for all employees. Employees should have mutual respect for each other. In 2024 most of these issues were solved.

For monitoring our own factory in Bulgaria Varna Confectia we used the Bulgaria Country study and the MVO-Risicochecker. The country study is an effective tool and provide relevant information we used for monitoring Varna Confectia.



EXTERNAL PRODUCTION

In 2024 we still organized on- and offline-meetings with external suppliers. During these meetings the FWF membership has been discussed as important part of our relationship with these suppliers. Conducted Brand Performance Checks and also the related CAP's of these suppliers have been discussed during these meetings. From external production suppliers we received earlier up-to-date questionnaires and photos from the FWF Code of Labour Practices in the production facilities.

Important part of the yearly meetings with the external production suppliers is the social performance of these suppliers.

Complaints handling

At Varna Confectia the complaint mechanism is explained by the Fair Wear Team in detail to the workers. Varna Confectia organized and installed an internal grievance mechanism. Varna Confectia encourages first the use of their own internal grievance mechanism. Workers are also informed to use the FWF Complaint-hotline. In 2024 no complaints were noticed.

With other manufacturers and suppliers the FWF complaint mechanism was discussed between Heigo and the management of the manufacturer / supplier.



Training and capacity building

ACTIVITIES TO INFORM STAFF MEMBERS

Heigo informs the management and staff members about the FWF and the developments we made with our membership of FWF.

In 2024, we organized physical meetings where management informs staff about developments within the company and shared their experiences. This is not only about commercial matters but also about environmental and social related developments. Because of several sustainable projects, the awareness about FWF and our social compliance is rising in our sales team. Social Compliance is part of our daily communications between the Heigo sales team and our customers.

Also during sales meetings with our sales team we discussed the Code of Labour practices and we informed our sales team about our FWF activities among the supply chain. For Heigo it is important that all our employees are able to inform the customers about our FWF activities and results.

It is important to us to pay consequent attention in informing and sharing information with colleagues. It was agreed with the FWF to provide follow-up training for Heigo staff. We will organize this in 2026. It will improve our common knowledge about FWF, the code of labour practices, living wages and the FWF activities.

ACTIVITIES TO INFORM AGENTS

Heigo works with one agent in Portugal, Carmo Saraiva. She is working for many years now for Heigo as an agent. She is well known with the FWF Code of labour practices, questionnaires and the social compliances we ask from our suppliers.

ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

All selected manufacturers and workers are informed about the FWF Code of labour practices and normally we discuss this topic during the yearly visits. In 2024 we visited 10 times our own production location in Bulgaria and almost weekly our subcontractors. Social compliance and Social performance is part of the yearly evaluation with the manufacturers / suppliers.

In relation to other FWF members our strategy is that every year during the evaluations we check if FWF members are still member of FWF and we discuss their FWF membership. We check the Brand Performance Check from these FWF suppliers and we discuss their progress. Social performance is part of our company-DNA. Normally we informed our management and staff members during our regular visits to Bulgaria.

Information management

We follow the reports and minutes of meetings from the FWF-team in Bulgaria to see if the progress on the implementation of the Code of Labour practices is sufficient as well as the following-up of the progress on CAPs. Also during the meetings of Piet Goossens and

Radostina Baleva in Bulgaria the progress is discussed with the FWF-team and the staff. All suppliers and subcontractors of our factory in Bulgaria are identified and listed in the database of Fair Wear.

Transparency & communication

- Heigo is communicating the FWF membership in all our activities to the market in general and consumers in particular. In all our offers and European tenders we are communicating about our FWF membership. Sometimes we ask FWF for help to communicate to the market about the FWF membership if this is necessary. The competition in the market of workwear is very strong and we are very keen on situations where companies claim to be member of the Fair Wear Foundation.
- In all our brochures, website and sustainability report we mention our membership of the Fair Wear Foundation. In tenders where ILO is not mentioned very clearly we also put FWF on the agenda. In all our communications to the market our FWF- membership is part of our communication strategy. Internally we inform our staff about our FWF membership and keep our staff updated about Fair Wear's information, news and developments, e.g. the progress of living wages and increasing the safe and healthy working conditions. Also the actual Brand Performance Check and the Social report are published on our website to give 100% transparency. We use our newsletter, Social Media and website to inform the public in general and customers about our FWF activities and Social compliance activities.



Stakeholder engagement

In 2017 Heigo has signed an agreement on international responsible business conduct in the garment and textile sector. (SER Convenant duurzame kleding en textiel) The aim of this agreement is to improve working conditions, prevent pollution, and promote animal welfare in production countries. Heigo is obliged to avoid these risks under international guidelines and agreements such as the United Nations' Guiding Principles on Business and Human Rights, the OECD's Guidelines for Multinational Enterprises, and the ILO's fundamental labour standards.

Heigo was part of NEN's taskforce NTA (Nederlands Technische Afspraak) to define a formal definition of Circular Clothing and it describes the categories of circular textile products. In 2022 the board of experts of circular textiles started to develop a certification-scheme of these circular textile products. In 2022 we joined the UPV-Foundation of Modint and in 2024 we signed the EPR. The Extended Producer Responsibility (EPR) for textiles means that producers are responsible for the collection, reuse, and recycling of the textiles they place on the market. By signing up for the EPR, you commit as a producer to contributing to a sustainable textile system and complying with the legal requirements for waste management.

It means from 2024, we as a producer of textiles are responsible for the waste phase of the products we release on the Dutch market. This implies we will have to start contributing to an appropriate separate collection system for textiles and meet targets for reuse and high-quality recycling of textiles.

Heigo is member of NLGreenlabel. The outdoor sustainability passports of our circular garments (label B) provide insight into the impact of materials, plants and products. With the living environment labels NLGreenlabel measures the green performance of areas, grounds and gardens. Heigo is member of MVO-Nederland. Heigo's membership of MVO Nederland provides significant value through multiple strategic advantages. The primary benefit is access to a network of over 2,000 sustainable business leaders, enabling knowledge sharing and collaboration opportunities. Through participation in the Textile Industry Frontrunners program, Heigo stays at the forefront of sustainability innovations.

The membership supports Heigo's strategic development with practical guidance on implementing sustainability goals and circular economy principles. The network also provides valuable partnership opportunities for circular initiatives and knowledge exchange with other textile industry leaders.

Furthermore, the membership enhances Heigo's market position by providing recognition as a sustainability frontrunner and adding credibility through the MVO Nederland association.

Corporate Social Responsibility

- Heigo has a CSR MVO-register/ 4 stars Plus Fira extended report. This report is visible on the website of the MVO-register and shows our compliance in different areas of sustainability e.g. social return, ILO, durable energy, waste management, environmental pollution etc.

- In cooperation with our partner CLS-TEX we are developing, producing circular workwear, this circular workwear can be recycled 100% and we can make new workwear out of it again.
- We are selling circular and sustainable shoes from suppliers Lupriflex, Elten, Cofra, Allshoes, EMMA and Atlas.
- We also monitor our fabric suppliers for their corporate social responsibility, for example we check if the suppliers have the OekoTex Standard 100 / STeP and respond to the REACH-legislation.



Voor een duurzaam en
veilig werkend Nederland

www.heigo.nl