

SUPPLIER INSIGHTS

IMPACT REPORT 2024

ARMEDANGELS

GERMANY

WALTER STÖHR STRICKWARENFABRIK GMBH

ADDRESS:

FEISTELBERGER STRASSE 19
92533 WERNBERG-KÖBLITZ
DEUTSCHLAND

PRODUCT GROUP:

FLAT KNIT

IMPACT ASSESSMENTS SINCE 2020:
GOTS

BUSINESS RELATIONSHIP SINCE:
2023

NO. OF PRODUCTION WORKERS:
54 (91% FEMALE | 9% MALE)

AVERAGE OVERTIME:
10%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):
112%

FURTHER WORKER BENEFITS:
NONE

SUBCONTRACTED UNITS:
NONE

FACTORY RISK LEVEL:
1

GERMANY

X-Print Boender & Beutel GmbH

ADDRESS:

Vitalisstr. 202, 50827 Köln
DEUTSCHLAND

PRODUCT GROUP:

SCREEN PRINTING

IMPACT ASSESSMENTS SINCE 2020:

GOTS, STeP

BUSINESS RELATIONSHIP SINCE:

2024

NO. OF PRODUCTION WORKERS:

109 (47% FEMALE | 53% MALE)

AVERAGE OVERTIME:

5%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):

115%

FURTHER WORKER BENEFITS:

NONE

SUBCONTRACTED UNITS:

NONE

FACTORY RISK LEVEL:

1

PORTUGAL

BARCEL BORDADOS - GABINETE TÉCNICO DE FILMES E BORDADOS, LDA

ADDRESS:

RUA NOVA DO CORUJO NO. 133,
VILA BOA, 4750-784 BARCELOS,
PORTUGAL

PRODUCT GROUP:

CAPS, HATS, EMBROIDERIES

IMPACT ASSESSMENTS SINCE 2020:

GOTS, GRS

BUSINESS RELATIONSHIP SINCE:

2021

NO. OF PRODUCTION WORKERS

49 (61% FEMALE | 39% MALE)

AVERAGE OVERTIME:

2%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):

106%

SUBCONTRACTED UNITS:

- ERIUS TEXTEIS SA I (PRINTING)
- CLOTHIUS TECELAGEM LDA (WASHING)

FACTORY RISK LEVEL:

2

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

No social audit conducted, as assessment not possible. Possible reasonable hours of work, health and safety, no evidence of payment of living wage.

PORTUGAL

BECRI - MALHAS E CONFEÇÕES, S.A.

ADDRESS:

RUA DO PARQUE INDUSTRIAL N. 60,
4755-539 ALVELOS - BARCELOS
PORTUGAL

PRODUCT GROUP:

JERSEY

IMPACT ASSESSMENTS SINCE 2020:

GOTS, GRS, OCS, RCS, SLCP, BSCI, SMETA
SOCIAL AUDIT, ICS

BUSINESS RELATIONSHIP SINCE:

2016

NO. OF PRODUCTION WORKERS

211 (77% FEMALE | 23% MALE)

AVERAGE OVERTIME:

UNKNOWN

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

137%

SUBCONTRACTED UNITS:

- COR SUSPENSA - ESTAMPAGEM LDA
(PRINTING)
- GUAY - TRADING INTERNACIONAL, S.A.
(CUTTING & FINISHING)
- TITULOS E RUBRICA, UNIPessoal LDA
(GUMARAES) (SEWING)
FAST-BOR BORDADOS, LDA. (EMBROIDERY)
- QUINTA & SANTOS SCORE S.A. (WASHING)
- LEANSOFI CONFEÇÕES TÊXTEIS, LDA
(SEWING)
- TITULOS E RUBRICA, UNIPessoal LDA
(VILA VERDE) (SEWING)

FACTORY RISK LEVEL:

1

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

No risk higher than 1 as likelihood
assessed.

PORTUGAL

ETFOR - EMPRESA TÊXTIL, LDA

ADDRESS:

AV. MARGARIDA QUEIROZ,
301, 4740-438 FORJAES,
PORTUGAL

SUBCONTRACTED UNITS:

- DURA O & SILVA - CONFECÇÕES LDA. (CMT)
- ELISA MACIEL - (CMT)
- BORDADOS MA (EMBROIDERY)

PRODUCT GROUP:

JERSEY

FACTORY RISK LEVEL:

1

IMPACT ASSESSMENTS SINCE 2020:

SMETA SOCIAL AUDIT, GOTS, GRS,
RCS, OCS, FAIRTRADE

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Living wage, otherwise no risk higher
than likelihood 1 assessed.

BUSINESS RELATIONSHIP SINCE:

2013

NO. OF PRODUCTION WORKERS

56 (75% FEMALE | 25% MALE)

AVERAGE OVERTIME:

3%

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

122%

PORTUGAL

FIORIMA, S.A.

ADDRESS:

RUA QUINTA DA GOJA NO. 75 - FROSSOS,
4700-155 BRAGA
PORTUGAL

PRODUCT GROUP:

SOCKS

IMPACT ASSESSMENTS SINCE 2020:

GOTS, GRS, SA8000, ISO 14001, ISO 45001

BUSINESS RELATIONSHIP SINCE:

2020

NO. OF PRODUCTION WORKERS

109 (68% FEMALE | 32% MALE)

AVERAGE OVERTIME:

0,27%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):

141%

SUBCONTRACTED UNITS:

NONE

FACTORY RISK LEVEL:

1

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Living wage, otherwise not risk higher
than likelihood 1 assessed.

PORTUGAL

GRUPO GOUCAM - GOUVEIA & CAMPOS, SA

ADDRESS:

PARQUE INDUSTRIAL DE COIMBROES LT 19/21,
3500 - VISEU,
PORTUGAL

PRODUCT GROUP:

WOVEN

IMPACT ASSESSMENTS SINCE 2020:

GOTS, OCS, RCS, EUROPEANFLAX, ICS, SMETA

BUSINESS RELATIONSHIP SINCE:

2019

NO. OF PRODUCTION WORKERS

256 (94% FEMALE | 6% MALE)

AVERAGE OVERTIME:

2,50%

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

109%

SUBCONTRACTED UNITS:

- GOUCAM COMERCIAL SA (CUTTING, EMBROIDERY)
- LTDYE - LAVANDARIA E TINTURARIA, SA (WASHING)

FACTORY RISK LEVEL:

2

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Living wage, safe and healthy working conditions, difficult to further assess due to lack of audits in 2024.

PORTUGAL

J. CAETANO & FILHAS, LDA

ADDRESS:

RUA DA CASTICA NO.18,
4575-302 PAREDES - PNF
PORTUGAL

PRODUCT GROUP:

WOVEN

IMPACT ASSESSMENTS SINCE 2020:

GOTS, GRS, BSCI, ERSA-FLC

BUSINESS RELATIONSHIP SINCE:

2018

NO. OF PRODUCTION WORKERS

76 (95% FEMALE | 5% MALE)

AVERAGE OVERTIME:

0%

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

124%

FURTHER WORKER BENEFITS:

- FREE PREVENTIVE HEALTH CARE

SUBCONTRACTED UNITS:

BASED IN MOROCCO:

-CLASSE CONFECTION TEXTILE FASSI

-(CLASSCOF) (CMT)

-OKAT (CMT)

-NORVTEX (CMT)

-LA CHEVECHE CASABLANCA (EMBROIDERY)

-ECO WATCH COLOR (WASHING)

FACTORY RISK LEVEL:

1

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Living wage, otherwise not risk higher
than likelihood 1 assessed.

PORTUGAL

VALÉRIUS - TEXTEIS S.A.

ADDRESS:

RUA INDUSTRIAL DO ALDAO, AP 219,
4750-078 SAO MARTINHNO DE VILA
FRESCAINHA, PORTUGAL

PRODUCT GROUP:

JERSEY

IMPACT ASSESSMENTS SINCE 2020:

GOTS, GRS, ISO 9001, ISO 14001,
FAIRTRADE, SMETA, HIGG FSLM

BUSINESS RELATIONSHIP SINCE:

2014

NO. OF PRODUCTION WORKERS

52 (83% FEMALE | 17% MALE)

AVERAGE OVERTIME:

0%

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

117%

SUBCONTRACTED UNITS:

BASED IN PORTUGAL:

- JUNIUS (CMT)
- ALIVANA (CMT)
- RIO MAU MALHAS E CONFECCOES UNIPessoal,
-LDA (CMT)
- ERius TEXTEIS SA I (PRINTING)
- CLOTHIUS (WASHING)
- VG FASER (CMT)
- FANCY PEOPLE (VILA VERDE)(SEWING)
- FANCY PEOPLE (CRISTELO) (SEWING)
- FANCY PEOPLE (PALMEIRA) (SEWING)
- RISCA E ALFINETES (SEWING)
- TERTULIA POSITIVA

FACTORY RISK LEVEL:

1

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Risk of not paying a living wage
otherwise limited risk with a likelihood
of 1. Higher risk due to management
of many subcontractors, all belong to
Valerius group but run independently.

PORTUGAL

PETRATEX CONFECÇÕES SA.

ADDRESS:

RUA DE BANDE NR 429, PACOS DE FERREIRA,
4590-049 CARVALHOSA - PORTO,
PORTUGAL

PRODUCT GROUP:

PERFORMANCE WEAR

IMPACT ASSESSMENTS SINCE 2020:

SMETA

BUSINESS RELATIONSHIP SINCE:

2023 (ONBOARDING)

VISITED IN 2023:

NO

NO. OF PRODUCTION WORKERS

236 (89% FEMALE | 11% MALE)

AVERAGE OVERTIME:

0%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):

106%

FURTHER WORKER BENEFITS:

- FREE TRANSPORTATION
- FREE CHRISTMAS AND EASTER BASKET
- FREE IN-HOUSE GYM
- DISCOUNTS THROUGH MEAL ALLOWANCE CARD

SUBCONTRACTED UNITS:

- GOLDTEX SARL
- SL TEXTILE SARL

FACTORY RISK LEVEL:

NOT ASSESSED

We have decided to conclude our partnership with this supplier after two orders. Despite their excellent craftsmanship, we faced challenges in bringing outerwear production closer to Europe and therefore discontinued this product. We remain committed to exploring alternatives that better align with our values and goals.

TÜRKİYE

BERA TEKSTİL TRİKOİMALAT İTH.İHR.SAN.VE
TİC.LTD.ŞTİ.

ADDRESS:

GENCOSMAN MAHALLESİ, DAVUTPASA CADDESİ,
BOSTAN SOKAK, MERTER İS MERKEZİ, NO:3/3,
GÜNGÖREN, 34164 İSTANBUL,
TÜRKİYE

PRODUCT GROUP:

KNIT

IMPACT ASSESSMENTS SINCE 2020:

FEAR WEAR FOUNDATION, GOTS,
GRS, OCS, RWS

BUSINESS RELATIONSHIP SINCE:

2015

NO. OF PRODUCTION WORKERS

75 (49% FEMALE | 51% MALE)

AVERAGE OVERTIME:

UNKNOWN

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

147%

SUBCONTRACTED UNITS:

- POZİTİF TRİKO (KNİT)
- SERDARLAR TEKSTİL (KNİT)

FACTORY RISK LEVEL:

5

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

At Bera Tekstil Triko, several fundamental labor rights were violated, particularly in relation to working hours, fair wages, and freedom of association. Workers in the weaving department were subjected to excessive hours, often working up to 69 hours per week—well beyond legal limits. The factory routinely failed to provide mandatory rest periods and did not consistently grant the legally required weekly day off. Wages fell below the living wage estimates provided by local stakeholders, and overtime compensation was inconsistent and lacked transparency. There were also signs of wage discrimination, with unjustified pay discrepancies between workers in similar positions. Additionally, dismissal procedures lacked transparency, with severance payments often delayed or miscalculated.

TÜRKİYE

MERGÜ TEKSTİL KONF.SAN.TİC.LTD.ŞTİ

ADDRESS:

DOĞUŞ CAD. 3/19 SOKAK NO:7 BEGOS BUCA,
İZMİR, TÜRKİYE

PRODUCT GROUP:

WOVEN

IMPACT ASSESSMENTS SINCE 2020:

FEAR WEAR FOUNDATION, GOTS

BUSINESS RELATIONSHIP SINCE:

2020

NO. OF PRODUCTION WORKERS

104 (74% FEMALE | 26% MALE)

AVERAGE OVERTIME:

7,8%

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

123%

SUBCONTRACTED UNITS:

- REYHAN DURMAZ TEKSTİL (CMT)
- FIRATTEKS TEKSTİL SAN.TİC.LTD.ŞTİ (WASHING)
- AKÇAKAYA NAKİS (EMBROIDERY)

FACTORY RISK LEVEL:

5

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Health check-ups for newly hired employees were not conducted, and essential environmental measurements—such as illumination, noise, and dust—were outdated, further endangering worker health.

The right to freedom of association was also compromised. Workers were unaware of the grievance procedures and social dialogue mechanisms, and there were no regular meetings held between management and worker representatives.

As a result of the living wage project initiated by several FWF-affiliated brands, wages had nearly reached living wage levels. However, not all brands sourcing from the factory were part of this initiative or affiliated with the FWF. While active collaboration with other brands was ongoing, it was acknowledged that due to prevailing industry practices, implementing living wages remained challenging, as it was common across the sector not to provide them. Additionally, the factory deducted living wage allowances from workers who took leave—a practice that required revision moving forward.

TÜRKİYE

NARKONTEKS TEKSTİL İHRACAT İTHALAT
SANAYİ VE TİCARET A.Ş.

ADDRESS:

BEGOS 1. BOLGE, DOGUS CADDESİ, 3/19
SOKAK, NO:12, BUCA, 35160 İZMİR,
TÜRKİYE

PRODUCT GROUP:

UNDERWEAR

IMPACT ASSESSMENTS SINCE 2020:

8

BUSINESS RELATIONSHIP SINCE:

2020

NO. OF PRODUCTION WORKERS

284 (96% FEMALE | 4% MALE)

AVERAGE OVERTIME:

19%

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

100%

FURTHER WORKER BENEFITS:

- FREE MEALS
- FREE SPORTING ACTIVITY
- FREE SHUTTLE
- SUPPORTING EMPLOYEES WITH HEATING COSTS (1.000 TL X 3 MONTHS)

SUBCONTRACTED UNITS:

NONE

FACTORY RISK LEVEL:

5

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

The value of reasonable working hours was breached, as workers were not granted one day off per week, with some working up to 12 consecutive days without rest. Additionally, statutory leave was not fully provided to some workers, and there were discrepancies in paid leave entitlements.

Although the facility had a complaint mechanism in place, workers were not adequately informed about whether their complaints were being resolved. Despite the existence of a grievance mechanism, employees and worker representatives were not actively involved in efforts to improve working conditions. Workers were paid below the living wage estimated by local stakeholders, which reflected a common industry-wide practice.

TÜRKİYE

ÖZÇELİK ÖRME SANAYİ VE TİCARET A.Ş.

ADDRESS:

CUMHURİYET MAHALLESİ, NILUFER SOKAK,
NO:18-20, 34640 KUCUKCEKMECE,
TÜRKİYE

PRODUCT GROUP:

KNIT

IMPACT ASSESSMENTS SINCE 2020:

FEAR WEAR FOUNDATION, GOTS,
GRS, OCS, RCS

BUSINESS RELATIONSHIP SINCE:

2014

NO. OF PRODUCTION WORKERS

73 (52% FEMALE | 48% MALE)

AVERAGE OVERTIME:

15%

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

149%

FURTHER WORKER BENEFITS:

- FREE MEALS
- FREE PREVENTIVE HEALTH CARE
- FOOD SUPPLEMENT
- ADVANCED MONEY SUPPORT

SUBCONTRACTED UNITS:

NONE

FACTORY RISK LEVEL:

5

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Özcelik had been a reliable long-term partner, known for producing high-quality, artistic knitwear that we valued over the years. Their deep expertise in knitwear and craftsmanship played a vital role in our collections. However, while the focus remained on delivering exceptional products, improvements in labor conditions did not progress at the same pace. The factory struggled to find skilled workers, which contributed to persistent challenges—particularly in maintaining reasonable working hours. Workers were frequently required to exceed legal limits, sometimes working over 60 hours per week and going extended periods without a weekly rest day.

There were also concerns related to wages and benefits, including irregular payroll practices, the use of unregistered daily workers, and incomplete social security contributions. These practices resulted in financial insecurity for workers and breaches of legal compliance. In terms of health and safety, several gaps remained: Key certifications, such as an earthquake resistance report, were missing, and fire safety measures were found to be inadequate.

Since the 2023 audit, Özcelik made meaningful progress in addressing these issues, and several risks were successfully mitigated. Nonetheless, further improvements were still needed. We remained committed to supporting the factory through this process, with plans for training sessions, a verification assessment, and in-person visits scheduled for 2025 to continue working collaboratively toward sustainable improvements.

TÜRKİYE

DENİM VILLAGE / SUGLOBAL TEKSTİL

ADDRESS:
GÖÇERLER MAHALLESİ BAŞKOMUTAN ATATÜRK
CADDESİ NO:26, SARAY,
TÜRKİYE

PRODUCT GROUP:
DENİM

IMPACT ASSESSMENTS SINCE 2020:
GOTS, OCS, RCS

BUSINESS RELATIONSHIP SINCE:
2021

NO. OF PRODUCTION WORKERS
156 (54% FEMALE | 46% MALE)

AVERAGE OVERTIME:
10%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):
110%

SUBCONTRACTED UNITS:
NONE

FACTORY RISK LEVEL:
4

MOST SIGNIFICANT HUMAN RIGHTS RISKS:
Denim village has human rights risks related to excessive working hours and below-living wages. Employees regularly exceed legal limits for consecutive workdays and weekly working hours, particularly during peak seasons. despite efforts to reduce overtime, the facility struggles with balancing fluctuating demand. Additionally, wages are below the living wage benchmark as it is common in the industry.

TÜRKİYE

TEKSİM GİYİM SAN. VE TIC. LTD. ŞTİ.

ADDRESS:

SAVS CAD. KARADAL SOK. NO: 22 MERTER
GÜNGÖREN, 34173 MERTER,
TÜRKİYE

PRODUCT GROUP:

KNIT

IMPACT ASSESSMENTS SINCE 2020:

FAIR WEAR FOUNDATION, GOTS, GRS, RWS,
FSC, WOOLMARK

BUSINESS RELATIONSHIP SINCE:

2019

NO. OF PRODUCTION WORKERS

415 (42% FEMALE | 58% MALE)

AVERAGE OVERTIME:

0,5%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):

127%

SUBCONTRACTED UNITS:

- NOVAK KONFEKSİYON SAN. VE TIC. LTD.
ŞTİ. (KNIT)

FACTORY RISK LEVEL:

3

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Teksim Giyim San. ve Tic. Ltd. Şti. demonstrated a strong commitment to improving working conditions, marked by positive collaboration between management and the union. Management remained attentive to workers' needs; however, non-production employees did not yet receive a childcare allowance, presenting an opportunity for future improvement. The factory also took meaningful steps to ensure worker safety, underscoring its ongoing dedication to maintaining a safe environment—while still leaving room for minor enhancements.

TÜRKİYE

STROM / KOMONTEKS TEKSTİL KONFEKSİYON VE
YIKAMA SAN. DIŞ. TIC. LTD. ŞTİ.

ADDRESS:

YENİMAHALLE MAH. GALERİ CAD. NO: 10 C/1,
34250 GAZİOSMANPASA,
TÜRKİYE

PRODUCT GROUP:

DENİM

IMPACT ASSESSMENTS SINCE 2020:

FAIR WEAR FOUNDATION, GOTS, GRS, RCS

BUSINESS RELATIONSHIP SINCE:

2022

NO. OF PRODUCTION WORKERS

274 (43% FEMALE | 57% MALE)

AVERAGE OVERTIME:

15%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):

130%

SUBCONTRACTED UNITS:

- KOMONTEKS TEKSTİL KONFEKSİYON VE
YIKAMA SAN. DIŞ. TIC. LTD. ŞTİ.
(STROM) (WASHING)

FACTORY RISK LEVEL:

4

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

MOST SIGNIFICANT HUMAN RIGHTS RISKS

Strom demonstrated a strong commitment to worker well-being and management professionalism, supported by an engaged and capable compliance team. While overall practices were solid, there remained room for improvement—particularly in strengthening social dialogue.

A key issue was non-compliance with weekly rest periods, as some employees worked on their designated days off, especially during peak seasons. This was largely driven by short lead times from major clients. Although Armedangels' processes did not contribute to this issue, the facility took steps to manage overtime, aiming to keep it voluntary. Nevertheless, working hours occasionally exceeded legal limits during busy periods.

Strom also maintained a strong overall commitment to workplace safety. However, minor issues were identified during the site audit, such as malfunctioning emergency alarms in certain areas and the absence of a fire department report for the administrative building. These concerns were being addressed through ongoing corrective actions.

TÜRKİYE

SANTUK TEKSTİL SANAYİ VE TİCARET ANONİM ŞİRKETİ CHANTUQUE

ADDRESS:

BOGAZKOY İSTİKLAL MAH. FENERTEPE
MEVKİİ, ESKİ EDİRNE ASFALTI NO: 1180/1
ARNAVUTKOY, 34285, İSTANBUL,
TÜRKİYE

PRODUCT GROUP:

DENİM

IMPACT ASSESSMENTS SINCE 2020:

SMETA, SLCP

BUSINESS RELATIONSHIP SINCE:

2024

NO. OF PRODUCTION WORKERS

173 (66% MALE | 34% FEMALE)

AVERAGE OVERTIME:

10%

WAGE LEVEL (AVERAGE SALARY COMPARED TO LEGAL MINIMUM WAGE):

UNKNOWN

SUBCONTRACTED UNITS:

-SANTUK TEKSTİL SAN. VE TİC. A.Ş.-
MALATYA SUBESİ

FACTORY RISK LEVEL:

4

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

MOST SIGNIFICANT HUMAN RIGHTS RISKS

Santuk Tekstil was a well-managed factory with strong labor rights protections, professional and transparent communication, and active engagement with worker representation, including a collaborative relationship with the union. The factory demonstrated a high level of commitment to ethical labor practices.

However, reasonable working hours remained a challenge common across the industry. Some workers exceeded the legal weekly working limit, with a small number occasionally working more than 60 hours. Management acknowledged these challenges and launched an improvement plan, with the production planning department implementing weekly adjustments to reduce overtime. Human Resources also began monitoring working hours more closely.

In terms of fair wages, workers received a range of additional benefits, including free on-site medical care, holiday bonuses, food subsidies, and transport. Nonetheless, wages remained below the locally estimated living wage benchmarks.

REASON FOR ENDING THE PARTNERSHIP:

In line with our commitment to human rights and the Common Framework for Responsible Purchasing Practices, we undertook a comprehensive strategic supplier evaluation with the aim of consolidating our supply chain. As a result of this process, we made the decision to continue our partnership with denim suppliers in Turkey for innovative styles.

We value and respect the long-term relationships built with our other partners; pricing was also a factor in the decision-making process. While Chantuque delivered excellent work and consistently provided high-quality, sustainable garments, we chose to focus on other partners as part of our consolidation strategy.

We communicated this decision early and transparently to ensure Chantuque had sufficient time to redirect their capacity, resources, and energy to other projects. The first collection was AUTUMN 24, with the order placed in February 2024. The final collection will be SUMMER 25, with the order placed in November 2024 and delivery scheduled for February, along with one reorder expected in April to support a smooth transition.

TUNISIA

DENIM AUTHORITY S.A.

ADDRESS:

BOULEVARD DE L'ENVIRONNEMENT,
7070 RAS JEBEL,
TUNISIA

PRODUCT GROUP:

DENIM

IMPACT ASSESSMENTS SINCE 2020:

FEAR WEAR FOUNDATION, BSCI, GOTS,
GRS, ISO 9001, ISO 45001, OCS

BUSINESS RELATIONSHIP SINCE:

2018

NO. OF PRODUCTION WORKERS

1221 (56% FEMALE | 44% MALE)

AVERAGE OVERTIME:

10%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):

122%

SUBCONTRACTED UNITS:

- L'ORIENT BRODERIE
(PRINTING, EMBROIDERY)
- FASHION TEXTILE SERVICE (PRINTING)

FACTORY RISK LEVEL:

4

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Findings for this partner stemmed from a 2022 audit, with detailed remediation efforts carried out in 2023 and 2024. Overall, the factory operated professionally, had a solid setup, and actively addressed identified issues.

Wages remained below the living wage estimated by local stakeholders, despite a collective bargaining agreement (CBA) with a union that secured wages close to the benchmark—a situation common in the industry due to prevailing practices. The presence of a union was a strong positive, and we welcomed the ongoing collaboration between union representatives and management. However, discrepancies in performance-based bonuses caused some dissatisfaction among workers, though open dialogue between workers and management allowed for clear communication of concerns.

While Denim Authority generally showed a strong commitment to workplace safety, the site audit revealed issues related to heat and noise exposure. Although measures had been implemented to reduce heat and dust, structural improvements remained unclear. Additionally, the factory had not yet obtained a valid fire certificate, despite continuous efforts since 2018—delayed primarily due to slow procedures at the National Agency for Environmental Protection.

As part of continued remediation, a training session on social dialogue was planned to strengthen worker-management relations, and a verification assessment by a third-party local expert was under discussion to evaluate progress made since the 2022 audit.

ITALY

MAGLIFICIO DIANA SPA (STUDIO DIANA)

ADDRESS:

VIA DELLA MIMOSA 3/5M 59100, PRATO,
ITALY

PRODUCT GROUP:

FLAT KNITS

IMPACT ASSESSMENTS SINCE 2020:

GOTS, GRS, OCS, RAF

BUSINESS RELATIONSHIP SINCE:

2024

NO. OF PRODUCTION WORKERS

19 (42 % MALE | 58 % FEMALE)

AVERAGE OVERTIME:

0%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):

UNKNOWN

SUBCONTRACTED UNITS:

- GIEMMETI (TUNISIA)

FACTORY RISK LEVEL:

5

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Studio Diana operates a sampling unit in Italy, where they develop styles and conduct testing for heavy gauge knitwear. Bulk production is carried out by their subcontracting partner, Giemmeti, based in Tunisia.

The most significant risks at both facilities could not be fully assessed due to the absence of social audits or a lack of transparency regarding existing audits. Other clients did not permit the sharing of audit reports with external customers, limiting visibility into working conditions. The reason this factory is a 5 because we could not conduct a risk analysis, which means that we default to the highest risk level.

We ended the partnership at the beginning of 2025, with the last order being in January due to not having alignment with production expectations.

EGYPT

LOTUS GARMENTS CO.

ADDRESS:

PUBLIC FREE ZONE, 42111 PORT SAID,
EGYPT

PRODUCT GROUP:

-

IMPACT ASSESSMENTS SINCE 2020:

GOTS, GRS, WRAP

BUSINESS RELATIONSHIP SINCE:

2024

NO. OF PRODUCTION WORKERS

5622 (36 % MALE | 64 % FEMALE)

AVERAGE OVERTIME:

25%

WAGE LEVEL (AVERAGE SALARY COMPARED TO
LEGAL MINIMUM WAGE):

UNKNOWN

SUBCONTRACTED UNITS:

NONE

FACTORY RISK LEVEL:

5

MOST SIGNIFICANT HUMAN RIGHTS RISKS:

Lotus Garments Co., located in Port Said's special trade zone, is a large, professionally managed facility with a track record of working with well-known clients. ARMEDANGELS partnered with them on a test collection to assess their suitability for collaboration with a medium-sized brand.

The factory is well-structured, upholds comprehensive occupational health and safety protocols, and undergoes regular audits. However, workers were paid below the living wage benchmarks estimated by local stakeholders—a challenge that reflects broader industry-wide practices.

Freedom of association is supported through policies and structures such as worker committees and grievance mechanisms. Elections for worker representatives are held, and committees meet regularly, with grievances addressed transparently. However, the involvement of managerial staff in these committees and the requirement for HR approval to stand as a candidate raise concerns about their independence, suggesting a "yellow" union dynamic.

The facility prohibits discrimination and complies with local labor laws, including the provision of free health screenings for workers.

REASON FOR ENDING THE PARTNERSHIP:

The test order was unsuccessful due to quality issues and communication challenges. This partner is a large-scale operation, and we recognized that a facility of Lotus's size may not be the best fit for a brand with smaller order volumes like ARMEDANGELS.

From a human rights perspective, we had concerns due to the facility's location within a designated trade zone. While unions are technically allowed to operate in this area, it remains unclear how they are able to engage directly with workers inside the facility.

First and last collection: AUTUMN 24. The order was placed in February, with delivery completed in late August 2024.