



Fair Wear Foundation

Social Report 2010

BOUT beroepskleding BV



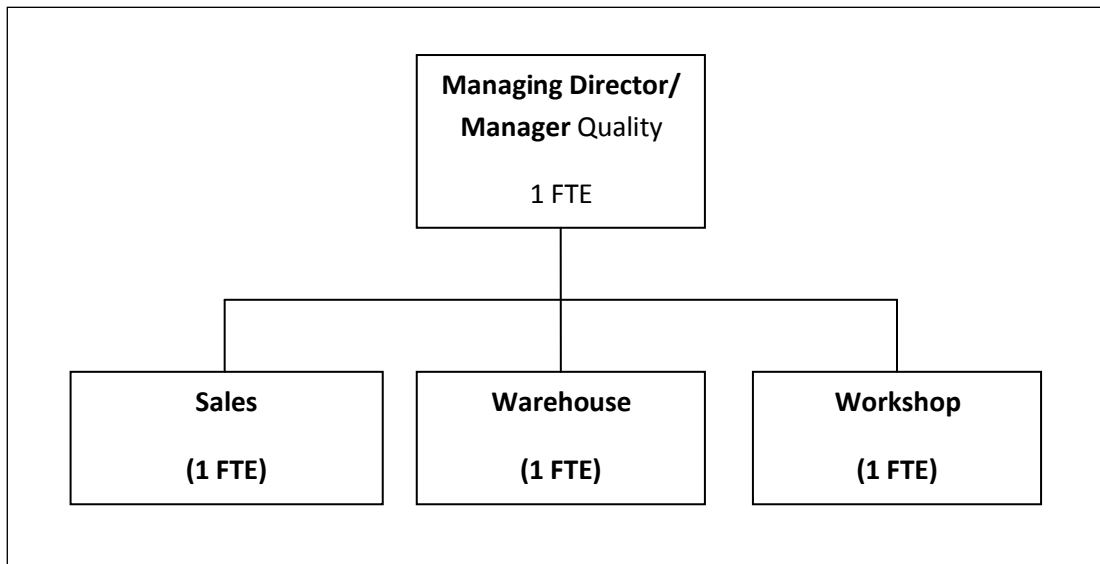
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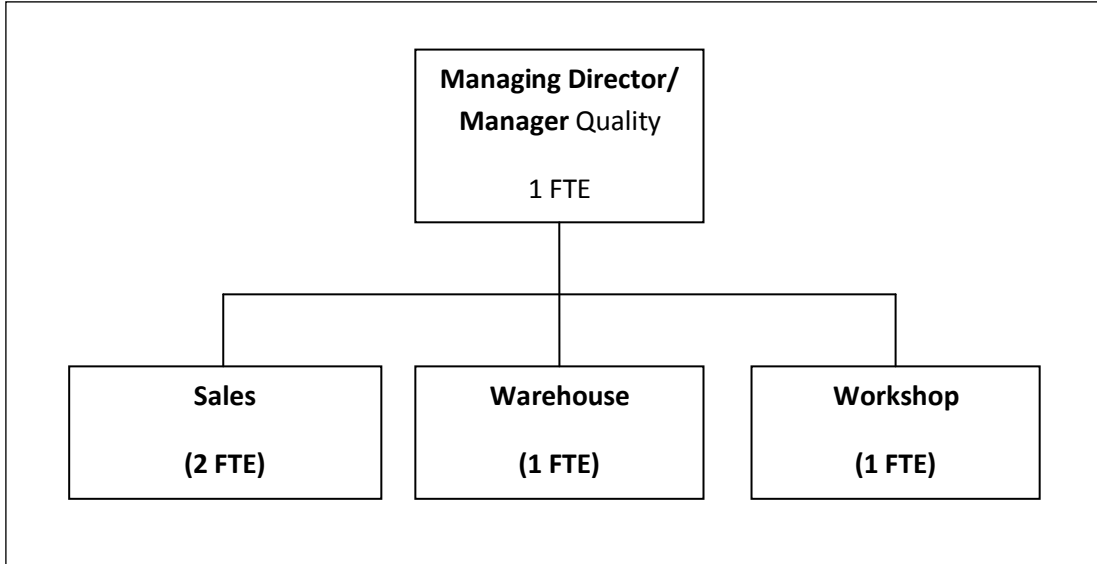
Start date membership

May, 2009

Organisational chart



Situation until Oktober 1st 2010



Situation from Oktober 1st 2010

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1. Introduction

In May 2009 we were accepted as a member of the Fair Wear Foundation. The contract was finally signed on June 1st 2009. At the same time we contacted our suppliers by mail and requested them to agree on the Fair Wear Foundation statement. Some of them replied instantly by signing the statement. Due to the lack of staff, caused by illness and the small organisation we are, we were not able to follow up on all the non-signed statements.

Although in 2010 the economical conditions were not ideal and the responsibilities towards the Fair Wear Foundation are time consuming we have decided to prolong our membership for 2011.

2. Sourcing policy

2.1. General

In our Supplier Register over 2009 we reported 91% of our turnover. The other 9% consists of incidental and often sole purchases.

2.2. New suppliers

In 2010 two suppliers became more important for our business and their purchase value increase from almost zero to a respectable level. We have sent these suppliers the Fair Wear Foundation Statement.

2.3. Termination of suppliers

For two suppliers it is very likely that we will end the cooperation. These two companies didn't sign the statement and have a part of 24 % in the total purchase value over 2009.

2.4. Share in turnover

In our Supplier Register we reported 91% of our turnover. The summery of the percentages of new suppliers and the suppliers which did not sign Fair Wear Foundation statement is 50%. We manage to purchase 41% of our products in line with the Fair Wear Foundation guidelines. This percentage is just above the requested percentage of 40% after one year membership.



3. Training and capacity building

3.1. Activities to inform staff members

Although we are a small company we have discussed the Fair Wear Foundation guidelines in our regular team meetings

3.2. Activities to inform suppliers

We have a strict purchase policy. From start every supplier has been contacted by our staff to inform them about the fact that we have committed ourselves to purchase only at FWF members or at companies which are willing to sign the FWF Statement. Due to the lack of staff, caused by illness and the small organisation we are, we were not able to follow up on all the non-signed statements.

4. Transparency & communication

- We have communicated our membership in most of the offers we made in 2010
- Our sales staff will always inform customers about the fact that we are a member of the FWF foundation if a customer shows interest in this subject.
- When new suppliers are presenting themselves we always point out that we initially only are willing to do business with FWF members.

5. Corporate Social Responsibility

In 2010 we developed a free of charge hand-in service for our customers. They have the possibility to hand over all garment(cleaned) that longer is used. The logos of these items will be removed in our warehouse. If possible, without damaging the garment. This process is carried out internally, so we ensure that the following processes cannot harm the good reputation of our customers. After the logos have been removed, the garment will be sorted out in items which can be used again and damaged items which cannot be used again.

1) Items which can be used again:

The customer has to make a choice of the two following possibilities:

- a) The garment is stored in a warehouse and will be donated to a charitable institution for use as garment of victims after disasters worldwide.
- b) The garment will be sold in a special shop and the turnover will be donated to a charitable institution of our customers choice.

2) Items which cannot be re-used

This garment will be sorted, scrapped and recycled(if possible).

These are outsourced processes.