

# Social Report 2019-20

# Proud member of Fair Wear Foundation.

## Introduction

As required by the terms of our membership of Fair Wear Foundation (FWF), each affiliate is obliged to report progress in implementing the Code of Labour Practices. In this social report we describe how we have implemented the previous year's work plan. The affiliates' social report is an important tool in communicating our efforts towards fair labour standards.

This Social Report is written by Saartje Boutsen and approved by Fair Wear Foundation. Belconfect is an affiliate of Fair Wear Foundation since 2016.

Images used in this report:

All images in this report are made by staff members of Belconfect. They show real workers from factories Belconfect works with in Tunisia, Turkey, Albania, Bangladesh, India, China.

## Social Report 2019-20

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it's not about ideas,  
**it's about making ideas happen.**



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# About Belconfect

**Belconfect designs and manufactures functional and qualitative workwear and protective clothing that meets the client's particular requirements. We also specialize in the design and manufacture of safety footwear.**



“Belconfect wants to offer its customers high-quality safety work- and footwear, to assure a safe and comfortable work environment. That is what we also want to offer the textile workers in our supply chain: a safe working place where international social standards are respected.”

*Christ Segers, owner*

“We intend to grow in our Fair Wear engagement. Our commitment to sustainable supply chains affects our buying decisions, and it is an ongoing process that demands transparency and an innovative approach to our whole long-term business.”

*Filip Lietaer, owner*

**Belconfect profiles itself as the best possible partner in assuring a safe and comfortable working environment. We achieve this by investing in knowledge, design, production resources, logistical facilities and by offering innovative, flexible, and effective solutions in the areas of custom-made or standard workwear and safety footwear.**

It means also that Belconfect attaches significant importance to improving the overall working conditions in the clothing industry, and we want to take an active role. Because improvement of working conditions is a complex issue, Belconfect is convinced that joint initiatives, cross-country and with all stakeholders involved, can give more energy and can accomplish things on a larger scale. That is why Belconfect has been a member of the Fair Wear Foundation (FWF) since June 2016.

# Summary

**Our 2019-2020 financial year started smoothly, and continued as expected. Until a small virus with a major impact suddenly appeared, and 2020 took an unexpected turn. It started with the temporary closure of factories in China, and in spring 2020, the virus and its impact also reached Belgium and our other production countries.**

The economic consequences of the lockdown from March to May were severe. Also at Belconfect, the staff had to be in temporary unemployment. After all, our main suppliers were also in lockdown, which reduced production capacity. In addition, we had customers who - for understandable reasons - canceled or postponed their order. However, we were suddenly also confronted with an explosive demand for face masks and other protective clothing. This situation made the past financial year an exceptional year.

While reports surfaced in the media that clothing companies were withdrawing their orders from production countries such as China and Bangladesh en masse - with disastrous consequences for the textile workers who often could not fall back on a social safety net - Belconfect continued to live up to its Fair Wear commitment.

No order has been canceled or postponed with a supplier. We always kept in close contact with our suppliers. Delays were accepted without charging any penalties. Advance payments to suppliers continued and other financial agreements were fulfilled as always. We entered and continue to engage in dialogue with our suppliers about the COVID and safety situation in their factory.

In countries where there is a shortage of hygienic handgels and mouth masks, we send these to our suppliers. We also signed the Global Call to Action in the garment industry, supported by the ILO. As a company, we took up our responsibility to the best of our ability during the COVID crisis, to support both our own employees and the textile workers in our production countries / supply chains.

COVID should not be an excuse to postpone our good intentions regarding the pursuit of paying living wages and we actively continued our efforts in this in the past year. An analysis was made for one of our main production locations to gain better understanding of the differences between current wages and wages that the local unions consider a living wage. Participation in the FWF living wage incubator 2.0 stimulated us to draw up an action plan around this. We are currently working on this in dialogue with factory management.

**We are pleased to say, that even in times of COVID pandemic, we succeed - together with our suppliers, stakeholders and customers - to take steps forward in our Fair Wear engagement. We continued to grow in this area, and we are proud of that.**



***“We intend to grow in our Fair Wear engagement, an ongoing process that demands transparency and an innovative approach.”***

(Filip Lietaer, owner)

# Our sourcing process

## Sourcing strategy & pricing

For our professional clients, we undertake to guide the entire production process, from the design phase to production and delivery. Models, colors, logos, technical aspects of fabrics and the desired functional characteristic are being worked out in consultation with the client.

Furthermore, we maintain a permanent stock of more than 80.000 articles of work clothes, outfits designed for use during welding and machine assembly operations, signalization, rain, winter outfits, and the like. Our clients are also given the opportunity to select from an inventory that contains more than 15.000 pairs of safety footwear items including accessories for use in the most divergent applications.

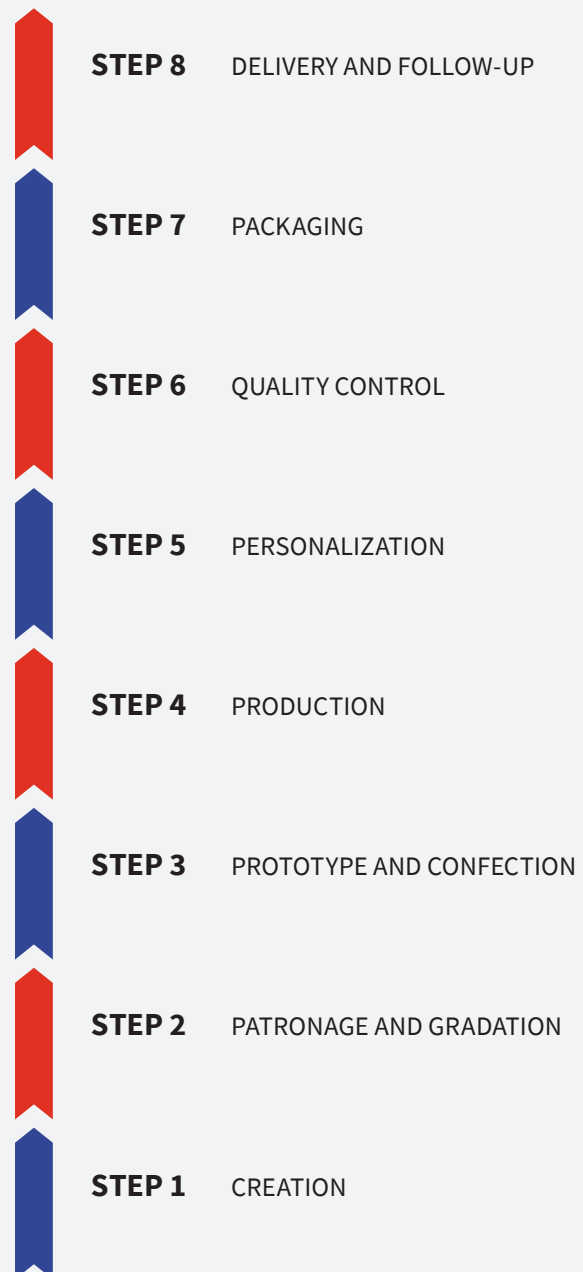
D-FORCE is a private label developed by Belconfect. It comprises a collection of casual work clothes and safety footwear, for immediate delivery out of our permanent stock.

Belconfect also delivers standard and client-specific image clothing such as T-shirts, polo shirts, fleece vests, sweaters and pullovers, soft shell jackets, parkas, ... These provide for diverse print-on possibilities such as silk-screen printing, transfer prints and embroidery.

”

For our professional clients, we undertake to guide the entire production process, from the design phase to production and delivery.

## CUSTOM MADE PROCESS





## Market insight.

Tunisia

**53.7%**

China

**28.8%**

Turkey

**8.3%**

## How we produce globally.

Albania

**5.9%**

India

**1.9 %**

Bangladesh

**0.7%**

Hongary

**0.5%**

Romania

**0.2%**





# Our sourcing process

## The impact of COVID-19 Pandemic

The following describes our current regular purchasing procedure. But then in March 2020, the COVID pandemic broke out in full force and Belgium and also our manufacturing countries went into an unprecedented lockdown. We suddenly faced a lot of challenges: some customers postponed their orders, we were faced with logistical challenges in getting raw materials delivered to suppliers, there was suddenly a capacity reduction at production locations, and also in our own head office in Dottenijs we were forced to use temporary unemployment as a crisis measure.

So the COVID crisis immediately made it clear that many orders for workwear were put on hold. However, the demand for mouth masks suddenly turned out to be massive. We immediately started producing “community masks”, in high-tech fabrics achieving high bacterial filtration and good air permeability (breathability), at one of our Tunisian subcontractors. This way we were able to limit the number of people in our Tunisian workshops who fell back on technical unemployment. Orders for mouth masks, medical aprons and gloves were also placed in China. Thanks to a good and long-standing relationship with our agent in China, who is well aware of the content of our Fair Wear engagement, we easily found a supplier here who could deliver us the orders and who also provided a sufficiently good report of their social audit. In this way Belconfect helped to supply the healthcare sector in Belgium, which at that time was struggling with a shortage of mouth masks, with the necessary safety tools.

## Lock down in Tunisia

Just like the rest of the world, Tunisia suffered the consequences of the COVID-19 pandemic. More than 270.000 people have already lost their jobs as a result of COVID-19. The country went into complete lockdown from March 22nd to May 3rd, 2020. The clothing and shoe industry resumed its activities on May 11th. More than 160.000 people work in this sector, which accounts for 20% of the countries total export value. It mainly exports to France, Italy and Germany.

But Tunisian exports are also coming to Belgium, as Belconfect has more than 50% of its production made in the country. Belconfect has long-term relationships with its suppliers in Tunisia, as well as its own office. The corona lockdown thus came as a real shock and suddenly made visits to the suppliers impossible. Customers put their order on hold, There were practically no new orders coming in during that period. But due to the close contacts between Belconfect and its suppliers, the dialogue remained constant and the situation was closely monitored.

Mr. Amor Mlika, manager of Crown East North Africa, one of Belconfect’s main suppliers, says: “The lockdown had a major impact. In March, we only achieved 46% of our normal turnover, 0% in April and 55% in May. The demand for workwear suddenly dropped steeply, and fabrics were delayed. This obviously had a major impact on the situation in our factory, but we tackled this the best we could. During the lockdown, the workers were first given three weeks of paid leave”, Mlika Amor continues, “Then we contacted them all and gave them the choice to come to work or to stay at home.

# Our sourcing process

Wages in March and April were paid in full, including the holiday bonus. Each worker also received an additional 200 dinars per month from the government, an allowance for technical unemployment. Crown East also paid an extra 100 dinars for those who came to work. As a result, some employees actually received higher wages than normal. We also helped our employees to purchase the necessary hygiene products. It is important that we have been able to keep all our staff on board. ”

## Living wage project

In 2019-2020, we started an active dialogue on living wages with our main Tunisian suppliers. After participating in the FWF living wage seminar in Tunisia and using the Fair Wear labour minute costing tool, we enrolled in the Fair Wear Living Wage Incubator. We had a more in depth look at the cost breakdown of a clothing. We examined the difference between a pants produced at the current wage of the workers, and what it would cost with a living wage as basis. The outcome was that it would be a relatively small difference. Now we are in the dialogue process with the supplier on where we can find the money to finance this.

The option is on the table to pass this on to the customer, to which we will clearly communicate that this is a price including decent living wage. We are convinced that our customers will be open to this. But is it the most structural solution? After all, the living wage must also be guaranteed without orders from Belconfect. So we also have to take a closer look at the social dialogue at the supplier, the efficiency of the production process,...



*Mr. Amor Mlika, manager of Crown East North Africa*

The dialogue about this has started, but was delayed when it became apparent that the manager of the supplier with whom we work on this living wage project, unfortunately had to be hospitalized with COVID19.

**” The lockdown had a major impact, but it is important that we have been able to keep all our staff on board.**

## Production cycle in sourcing

**Belconfect works custom made and project based. So we place an order only after full agreement on the product by the customer.**

Sometimes this process can take several months. Then we need to buy the fabrics, the dyeing process can take 6 weeks. Then the production process follows, which will take 4 to 6 weeks. We always provide 2 extra weeks as buffer, in case this is needed.

We communicate very clearly with the supplier on the needed production time, without an absolute deadline. It is an advantage that our production locations do not need to work under pressure, we are convinced that this improves the quality of the garments.

Due to the fact that Belconfect manages the projects in this way, and the fact that we work with permanent stock, we have a production planning system that guarantees Belconfect does not have to put pressure on the production locations, meaning that overtime work - a common problem in the fashion clothing sector - is not encouraged.

Due to the COVID lockdown in spring 2020 we accepted the delay in running orders that was caused, and we communicated this openly and transparently to our customers.



**Customer/project review**

**Research and calculation**

2 to 3 weeks

**Detailed quote**

**Customer agreement**

**Launch of new project**

3 weeks

**Lab dip and first sample**

**Customer agreement**

4 weeks

**Pre production sample**

**Customer agreement**

**Launch of production**

**Confection and QC**

4 to 12 weeks

**Transport and reception**

1 to 6 weeks

**Delivery customer**

# Our sourcing process

## Supplier relations

**Belconfect is in frequent direct contact with all of our suppliers and has developed cooperative long-standing business relations with most of them.**

More than 50 percent of the total order volume is produced by our supplier factories in Tunisia, and they are visited every month by our Procurement Manager. Also CEO Filip Lietaer has direct contact with all Tunisian suppliers and he visits them on a regular basis. CSR topics are part of the agenda, and with our main supplier we now have good discussions on living wages.

For our Asian production countries, we work through several agents, but we also visit the factories by ourselves. We work with one agent for China and one agent for Bangladesh. They know the local context very well and they are familiar with our Fair Wear engagement. In December 2019 our CSR manager visited two of our partners in China. Also suppliers in Europe are visited regularly. Last year, trips were made to Turkey, Albania, Tunisia and Portugal.

New suppliers always need to sign the Fair Wear Code of Labor Practice and to fill in the Fair Wear questionnaire on production location information. They must display the Code of Labor practices at the work floor in the local language, at a visible place for employees, where they can read it privately (so not where a camera or the management team is watching them). We ask also for a performed audit report, which needs to have a positive evaluation. If they are not compliant with crucial issues - like respect for legal minimum wages, reasonable overtime, no child labor, ... - we will not start with this factory.

For Bangladeshi partners, we inform them on our role as signatory of the 'Accord on Fire and Building Safety in Bangladesh'. We can only enter a partnership if also the supplier is a partner of the Accord and is open for inspections and remediation. New suppliers will not be registered in our buying system and orders cannot be placed, before we have received all this info. For example the Chinese supplier that delivered the mouth masks was a new supplier in spring 2020, and he met all these conditions.

From our external producers, from who we purchase mainly safety shoes but also textiles, we expect quality, but also trust, respecting commitments and CSR engagement. They are asked to fill out the FWF questionnaire for external producers. In this way we know which initiatives they take to monitor labor conditions in their supply chains. Some of them are also member of Fair Wear Foundation.

# Our sourcing process

## Supplier relations in COVID-19

**Due to the COVIDpandemic, no supplier visits in Europe nor to Tunisia or Asia were possible since March 2020, but suppliers relations were maintained by phone, mail and digital meetings.**



We have maintained dialogue with our suppliers about the situation in their country and in their factory. Our production never stopped completely, and we have not canceled orders with suppliers. We continued to collaborate with our suppliers and made agreements about, for example, the acceptance or delay in stock orders. We accepted a delay in shipments without penalties toward the suppliers. We have been able to fulfill financial commitments towards suppliers, and we - as we always do - continue to pay our suppliers in advance.

Meanwhile, our suppliers are back to their normal rhythm and have confirmed to us that they are not in need of further specific assistance.

# Our sourcing process

## Integration of monitoring activities and sourcing decisions



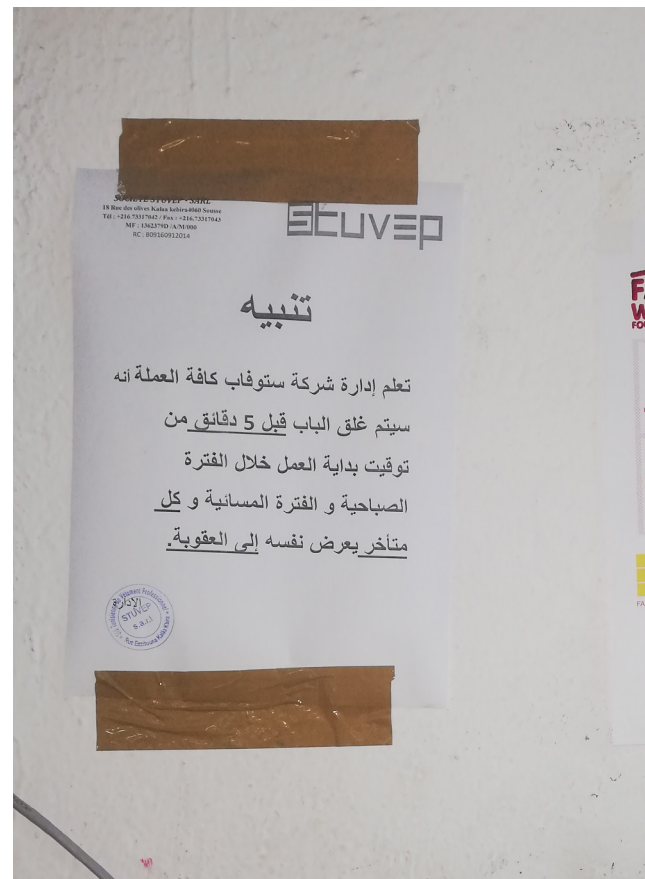
### New supplier

Each new supplier needs to sign the FWF Code of Labor Practice and to fill in the questionnaire on production location data. A “due diligence check” will be done, based on performed audit reports and known country risks. If a new supplier refuses to sign or to post the Code of Labor Practices, or if he is not transparent on the production locations, we will not work with this supplier. In 2018-2019, our new suppliers in Tunisia, Bangladesh and India signed and posted the Code of Labor Practices.



### Other suppliers

For other suppliers, if key issues are found during an audit or serious issues are reported within the complaint procedure, our company will immediately start an open discussion with the supplier to see how it can be solved, and which immediate actions are possible. A corrective action plan will be set up together with the supplier and followed closely by Belconfect.





# Our sourcing process



**Our company will stop placing orders in case of unwillingness to improve, unwillingness to negotiate and set up a corrective action plan, or in case of refusal to take action. This was once the case in 2018 after a negative audit report for one of our Tunisian suppliers, but after that case it was never again an issue.**

Furthermore, our CSR advisor informs the CEO and buyers on possible country risks, for example on the context in Turkey. As there are still millions of Syrian refugees who live and work in Turkey now, there is an increased risk for illegal Syrian workers and child labor in the Turkish garment sector. Belconfect discussed this topic with its Turkish suppliers and received sufficient guarantees that they are not working with illegal Syrian workers. This was also confirmed by the latest audit in 2019. The audit report stated that this factory performed outstanding in comparison with the average Turkish fashion factory.

# Coherent system for monitoring and remediation

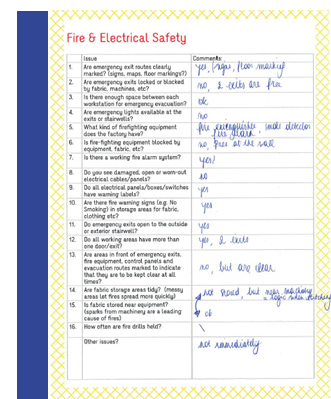
## FWF Code of Labour Practices

Belconfect makes use of a coherent monitoring program, which includes factory audits, the follow up of corrective action plans, informing agents, manufacturers and their employees about the Code of Labor Practices, questionnaires, a complaint helpline for workers, and factory visits.

All our current manufacturers have received a letter and a questionnaire to inform them about the FWF Code of Labor Practices, which contains 8 specific standards derived from the ILO conventions and OECD Due Diligence framework:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining
3. No discrimination in employment
4. No exploitation of child labour
5. Payment of a living wage
6. Reasonable hours of work
7. Safe and healthy working conditions
8. A legally binding employment relationship

By filling out and signing the questionnaire, they endorse the labor standards of the Code of Labor Practices. All current manufacturers must display the Code of Labor Practices at the work floor in the local language, at a visible, private place for employees, where they can read it privately. During audits and during visits by Belconfect staff, this is verified and followed up. CSR is now a standard topic discussed during all factory visits. In the financial year 2019-2020, we visited suppliers in Tunisia, Turkey, China and Albania and Portugal. We also use the Fair Wear Health & Safety Checklist during factory visits. This is a useful tool to have a Health & Safety overview, and if there are points for improvement, these are quickly detected, named, and resolved. As soon as the COVID-19 pandemic allows us to do factory visits again, we will use the new Fair Wear Health & Safety Checklist (COVID measures included) during factory visits.





# Coherent system for monitoring and remediation

## Audits

**Audits are based on the FWF Code of Labor Practices. In the past three years, we organized audits at most of our main supplier. Belconfect can ensure the thresholds of 80% of the production being audited.**

The plan was to organize a new audit in 2020 at our supplier in Albania. Since neither FWF nor Wethica (an independent audit company that is familiar to audit according to the high FWF standards) carry out audits in Albania, we had to look for a new audit partner. After some exchanges with other FWF members who are active in Albania, we selected MOST CSR as a reliable audit partner. But the corona crisis prevented the effective execution of the audit. We therefore had to postpone this for the time being.

We followed up the audits we did in 2019. Last year we had an audit carried out at one of our main Turkish Suppliers. The factory is a relatively small unit with fewer than 60 persons, but according to the auditor it was clearly a good factory. Much better than most “apartment factories” commonly found in Istanbul. Related to health & safety, there are some automated extinguishers for electrical panels, there is a better chemical awareness than usual, there proper health inspections, there is safety trainings, the workshops are clean and ventilated... but there was no foam type extinguisher and one exit was found blocked. So these were attention points for improvement. The factory also scored positive on working time and wages. The factory had only few overtime hours, and not for all workers.

So clearly that is better than usual as regular weekly overtime is frequent in garment industry in Turkey. Moreover, the wages are not lower than usual despite the lesser working time.

Actually, it is quite the opposite as most workers are able to get about TL 3000 or more which is about the level of living wage. Furthermore, the factory is paying social insurances based on the full wages (and not only on the legal minimum as it is usually done in Turkey). So that's another positive point.

More follow up was needed after the audit performed at one of our Tunisian production units that had not yet been previously audited. It is a very small production unit with only 30 people. Positive was that the workers were satisfied with the factory, and that the working hours seemed reasonable. But some significant problems were found: there was in general a lack of documentation by the management. Workers for example confirmed they never received payslips. Wages were too low and some basic health & safety requirements like fire extinguishers and emergency lights were missing. So we had to give a clear signal to the factory management that follow up on the Corrective Action Plan, developed as a result, would be crucial. We discussed the Corrective Action Plan with the factory management during a factory visit.

## Coherent system for monitoring and remediation

Audit reports executed by Fair Wear or Wethica are always send to the CEO and CSR advisor. After receiving an audit report, Belconfect discusses the results with the supplier. In case of the Tunisian audits in 2019, the CEO and Procurement Manager travelled to Tunisia to discuss the results directly with the suppliers. For suppliers in other countries, follow up was done by email conversations.

For smaller suppliers, who are not yet audited by FWF or Wethica, we always ask for other available audit reports. In this case, most factories send us a BSCI or Sedex audit report. We use the Audit Quality Assessment Tool by Fair Wear to screen the quality of these audit reports.

## Positive Outcome

**Also a positive outcome in all audits at our Tunisian suppliers was that excessive overtime – which is a very common bottleneck in textile industry – was shown to be no real issue in our production locations in Tunisia.**

- ➔ As we work project based, we do not give strict deadlines for the production units. We also communicate always clearly with the supplier on the production time that is needed, without an absolute deadline. It is an advantage that our production locations do not need to work under pressure.

## Corrective Action Plans

As member of FWF, we take up the responsibility to follow up the audits and to improve bottlenecks that come out of audits.

This year we continued to work on the follow up of the Corrective Action Plans of the audits we organized in 2018 in our other main suppliers in Tunisia. The results were overall positive, but still points for follow up are f.e. the need for installation of a fire alarm system and blocked emergency exits. We discuss the CAPs mostly during supplier visits in Tunisia. With the audits we organized in 2018 and 2019, we gave a clear signal to our Tunisian suppliers that social compliance is an important requirement for Belconfect. We will reward production units that perform well and we will give clear signals to factories that do not take up the Corrective Action Plan.

We will continue to invest in the close follow up of the CAP as part of every regular contact with suppliers, in Tunisia and in other production countries. The CEO and procurement manager are always involved, supported by our CSR advisor. On-site visits are planned on a regular basis (in Tunisia at least ten times per year), and the CAP is now always an important topic on the agenda.

Furthermore, we made a Health & Safety check questionnaire for staff visiting factories, to keep the supplier also attentive on these issues between audits, and to react immediately if there are incompliances.

Between on-site visits, we communicate by email with our suppliers or agents to get updates on the CAPs and to ask for updated pictures. If they come up with updates, we give them feedback and we encourage them to continue.



# Health & Safety during COVID-19 pandemic

**Although we could not visit suppliers and factories due to the COVID prevention measures since March 2020, we did our best to guarantee health and safety for workers, both at our headquarters in Dottenijs as well at our suppliers.**

During the spring lockdown we kept close contact with our suppliers in Tunisia (actually like we always do). We stayed on top of what was happening in the factories and in the country. Our suppliers in Tunisia have taken the necessary security measures to combat the further spread of the corona virus:

- ✓ The necessary safety equipment was provided: hand gels available to everyone, gloves, social distancing markings,...
- ✓ Hands and shoes have to be disinfected at the entrance
- ✓ The whole site was adequately cleaned and disinfected every Saturday
- ✓ Fingerprinting at the entrance (for time registration) was replaced by magnetic cards
- ✓ Awareness raising campaigns were held
- ✓ Working from home was implemented when possible
- ✓ Acquisition of infrared thermometers to measure body temperature agenda

We sent them also mouth masks and disinfection gels to guarantee that they have enough personal protection materials, as there were already shortages noted in Tunisia.

We also asked our Asian suppliers which protection measures they took, and their answers were similar. As soon as we can travel again to Tunisia and to Asia, we will use the new FWF Health & Safety checklist to control the safety situation on the work floor and to discuss it with the factory.





# Complaints procedure

We use the FWF helpline and complaints procedure offered to FWF members.



All current factories have send us pictures to prove that the Worker Information Sheet (WIS) listing the 8 Code of Labor Practices and the telephone number of the complaint helpline is displayed at the work floor in the local language. This is checked during audits and by Belconfect staff when visiting the factories. This is also a requirement for new suppliers where an order can only be possible after we receive a picture of the WIS posted in the factory.

Our CEO and CSR manager are responsible for dealing with complaints from workers or their representatives against their employer within the supply chain of Belconfect. We want to do everything within our power to resolve a complaint in a timely manner, in close cooperation with Fair Wear . We will always guarantee anonymity of the worker or representative during the complaints procedure. We will also further invest in making the complaint procedure better known to workers. The Workplace Education Program training, that we had planned in spring 2020 and in which the complaint procedure is explained to workers, could not take place at one of our main Tunisian suppliers, due to the COVIDlock down. But we hope to reschedule it in 2021.

**In 2019-2020 neither Belconfect nor FWF's country contact persons received complaints from factory workers or management involved in our supply chain.**

# Training and capacity building

New suppliers are always informed by Belconfect on FWF membership through the questionnaire and explaining our FWF membership and the Code of Labor Practices during meetings and through information by email. The code and the contact details of the complaints handler are posted in the factory in the local language. This is monitored in the audits and during factory visits. It was planned in 2020 to conduct a training session at one of our main Tunisian factories, as part of FWF's Workplace Education Program (WEP) to train manufacturers and workers on the content and practice of the Code of Labor Practices. But due to the COVID lockdown and consequences in Tunisia, we have to postpone it to 2021.

We also continued to invest in training and communication with our agents who are in control of our Far East production. We inform them on the Code of Labor Practices, the due diligence procedure that we introduced for new suppliers, CAPmonitoring, ... For an effective follow up and remediation process, it is important that also our agents are familiar with Belconfect's Fair Wear engagements, as we expect them to discuss CAP issues with our suppliers in China and Bangladesh. We saw in the last months the benefits of these efforts. For example, our agent in Bangladesh is closely monitoring the progress of the respective factories under the Bangladesh Accord. He is actively engaged in a dialogue with a factory that did not comply in time with the improvement actions under the Agreement.

To keep our staff in our HQ in Dottenijs informed, our Fair Wear engagement and progress is discussed regularly in monthly staff meetings. The COVID period provided also an opportunity for our CSR manager and CSR advisor to attend several Fair Wear webinars, f.e. on living wages, alternative trainings for supplier, the new excessive overtime tool, how to deal with the COVIDsituation in Tunisia, Bangladesh and China, etc.

## **FWF living wage incubator**

Belconfect also participates in the FWF living wage incubator 2.0. As it is a good mix of informative and interactive sessions, it is a perfect way to dive into the issue and to learn more about the complexity of various aspects of striving towards paying a living wage. The incubator meetings gave the opportunity to discuss the topic with other FWF brands who can tell about their experiences and learnings, as well we can get direct feedback on our own actions and next steps from the FWF experts. It is an interesting and stimulating trajectory to build up our own capacity to strive to real living wages for all textile workers in our supply chain.



# Transparency & communication

We believe in an open and transparent communication with our suppliers. There are several ways through which the Code of Labor Practices is communicated to manufacturers and workers: distribution of questionnaire and lead letter, visits to suppliers to explain Belconfect's FWF engagement,... As our number of suppliers is limited, we prefer discussions on CSR matters during face-to-face discussions in a constructive dialogue. Our main suppliers in Tunisia are visited on a monthly basis, and CSR issues are on the agenda regularly. Unfortunately, in spring 2020, due to the COVID pandemic, we were unable to visit our suppliers in both Asia and Tunisia. Nevertheless, we maintained smooth digital contacts.

Towards our customers and stakeholders, we communicate on our Fair Wear membership during company powerpoint presentations, in our brochures, and through our website (where also the Brand Performance Check Report is published). On our brand new corporate website more information can be found on our sustainability engagements.

For many years, we have worked hard to build strong, long-term relations with our suppliers, based on mutual trust and transparency. This allows us to disclose some of the names of the factories we work with without major concerns about the ongoing competition on the best available production capacity in our industry. The suppliers that have been part of Belconfect's production in financial year 2019-2020:

- |                               |   |
|-------------------------------|---|
| - Uniform Brands North Africa | - Samartex                                    |
| - Soniatex                    | - Gete Garment Manufacturing Company          |
| - Sunay                       | - Bodywear                                    |
| - Abidtex                     | - Jalna Confection                            |
| - Manufactura                 | - Jinjiang                                    |
| - Interstoff Apparels         | - Quanzhou                                    |
| - Socovep                     | - Sadaatia Sweaters                           |
| - Tulytex                     | - Zhejiang Shunfa Reflective Clothing Company |
| - Hamatex                     | - Covabel                                     |
| - Cpro                        | - Dandong Huayang Garments & Textiles         |
| - Jiangxi Bohan Garment       |   |

# Environmental engagements

We are moving forward step by step in this project to realize a circular economy.

## 01

### Rightsourcing & circular thinking

- Durable textiles
- Choice of fabrics
- Durable fabrics

## 02

### Sustainability at Belconfect

- Ecological footprint
- Social involvement
  1. Fonds Emilie Leus
  2. Royal Belgian Cycling Federation
  3. Fairtrade @Work
  4. Honeybeez

## 03

### CSR reporting & commitments

- Ecovadis
- CSR scan ISO26000
- GRI sustainability report

More information on our initiatives to limit our ecological footprint can be found on our website [www.belconfect.be](http://www.belconfect.be)







**Our objective is to generate a positive social and ecological dynamic with every economic impulse.**

Belconfect is committed to communicating in a uniform and transparent manner about economic, environmental and social performance, to both internal and external stakeholders.



We focus on 4 important CSR reports: Ecovadis where we obtained the Ecovadis Gold Label, CSR scan according to ISO 26000 guideline, sustainability report according to the GRI guideline and a social reporting that is part of our Fair Wear Foundation involvement.

it's not about  
ideas, it's  
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