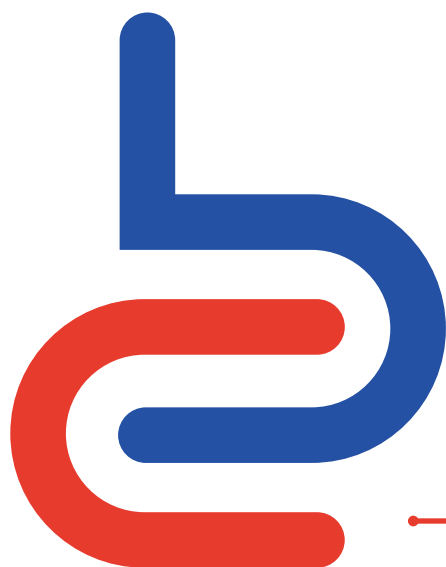


belconfect
SAFETY WORK- AND FOOTWEAR

Social report 2022



Proud member of **FAIR WEAR**

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. Belconfect is an affiliate of Fair Wear Foundation since 2016.

Social Report 2022

This Social Report is written by Saartje Boutsen and approved by Fair Wear Foundation.

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, Bangladesh and India.

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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.

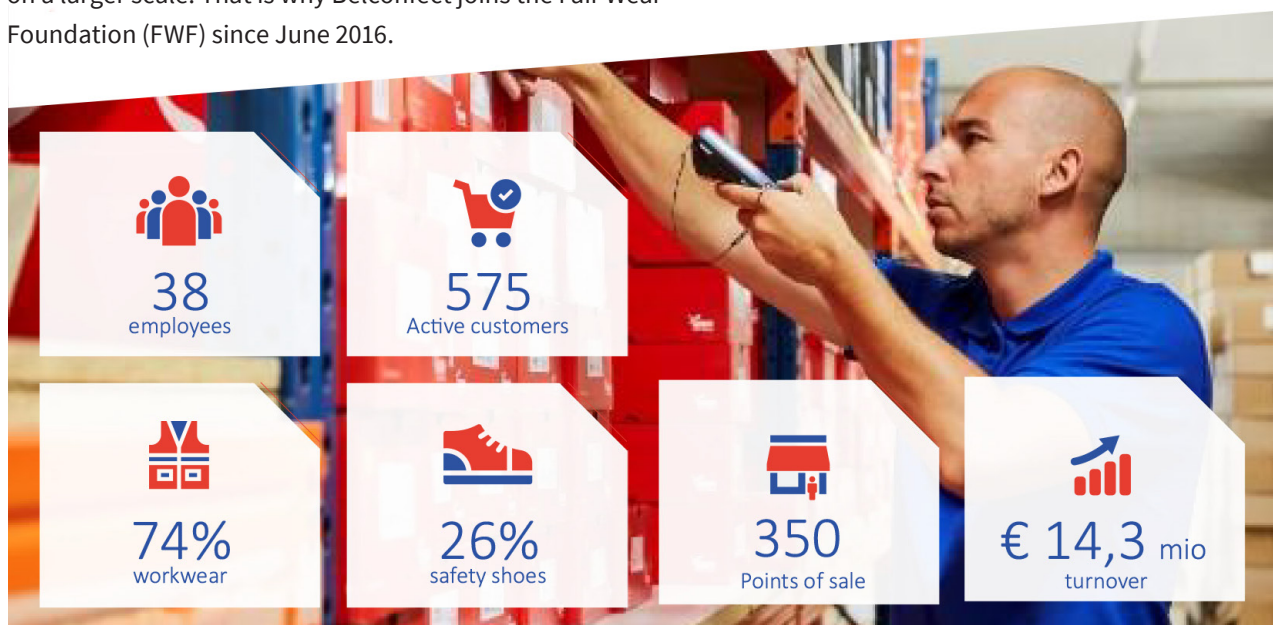
On an organizational level, the strategic decision was taken in 2022 to split our operations into 2 business units. The objective was to bring more clarity and transparency to the market.

- The creation and production of work and safety wear will continue to be marketed under the brand name Belconfect. This allows **Belconfect** to further profile itself in projects of custom-made work and safety clothing for industrial application.
- The distribution of the exclusive safety shoes brands (Puma and Albatros) is now done under the brand name **Shoeteq**. This approach, in which Shoeteq distributes the safety shoes through a selective dealer network, was very well received by customers and resulted in a growth in the number of customers.

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. 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 joins the Fair Wear Foundation (FWF) since June 2016.

” *Belconfect wants to offer its customers high-quality and protective wear and equipment, 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



Summary

Goals & achievements 2022

2022 was an uncertain year in many ways, with volatile raw material prices, sharply rising overhead and energy costs, strong exchange rate differences, the impact of the war in Ukraine, etc. All incalculable factors that have put a lot of pressure on our margins. Fortunately, our turnover has increased enough in percentage terms over the past year to offset these negative factors.

We achieved 'Leader' status at the Fair Wear Foundation in 2022, a recognition for our efforts to continuously improve good working conditions and living wages in our supply chains. It was therefore our goal in 2022 to further live up to this status, and to continue to grow in our fair wear commitment towards our suppliers and their workers.

We drew up a Responsible Business Conduct Policy in which our social due diligence policy was formalized, and we drew up a risk analysis at country and supplier level. We succeeded in continuing our living wage project and expanding it with another important supplier.



We are proud of what we have accomplished so far, and by continuing our practical approach to sustainability, we will take further steps to take up a leading position in the workwear industry. In the coming years, the focus will be on adapting the business model to future challenges and to take an active part in working towards a more sustainable society.

”

In terms of our sustainability ambitions and work, last year made it even more clear that sustainability is embedded in our buying decisions. Much of our sustainability-related work was carried out as planned despite that the pandemic affected our daily life and other parts of the business. We managed to complete some important projects such as our living wage project at one of our main suppliers.

Filip Lietaer, owner

1. Our sourcing strategy

We are convinced that responsible sourcing is a lever for sustainable business, so in our sourcing strategy, we invest in human rights due diligence, a transparent and fair sourcing process, constructive and long-term supplier relations and the integration of monitoring activities in sourcing decisions.

1.1 Human rights due diligence

Our Brand Responsibility Conduct Policy

For a long time, it has been Woody's ambition to attach great importance to put sustainability and responsibility central in our business operations. To make this also more explicit to our stakeholders, we made up a Responsible Business Conduct Policy, which gives an overview of our principles, practices, and requirements in order to ensure ethic and responsible sourcing of our products.

Our principles for responsible business and sourcing are:

- Every worker in our supply chain deserves a safe, healthy, and fair workplace.
- We opt for environmentally friendly production processes to minimize our impact on the environment and climate change.
- Business relations are based on good governance, responsibility, integrity, respect, and maintaining high ethical standards.

Starting from these principles, our Responsible Business Conduct Policy specifies what social and environmental responsibility means to us, where we see possible related risks in our supply chains and how we assess, mitigate, and prevent supply chain risks.

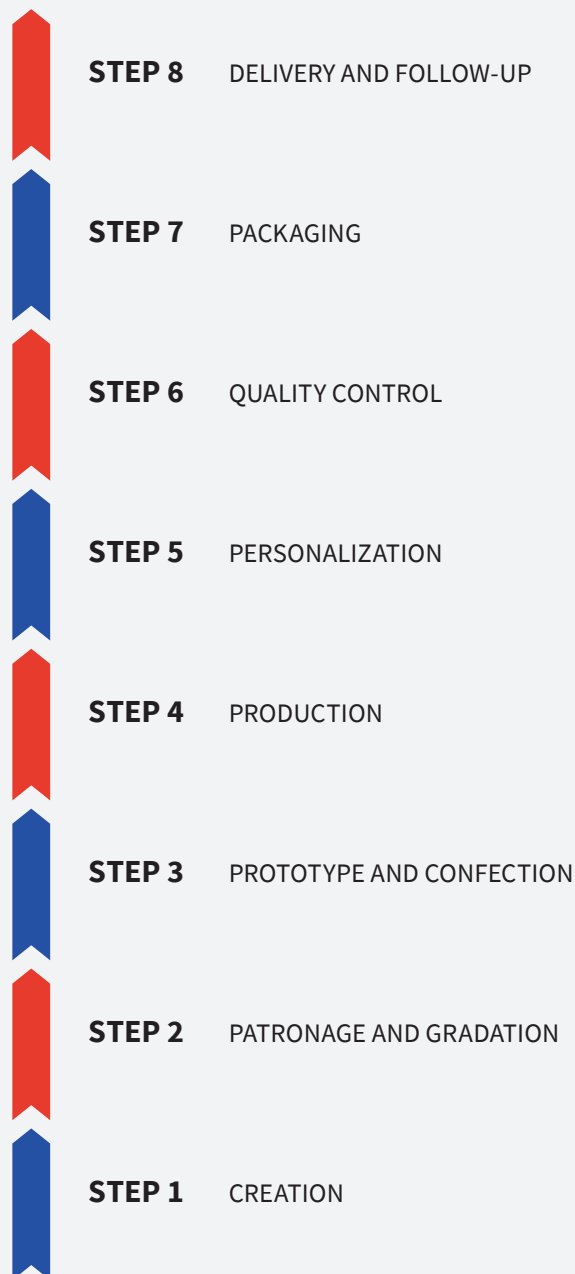
This policy was signed by our Managing Directors, and all employees and suppliers of Belconfect are informed about this Brand Responsibility Conduct Policy. Belconfect trusts its own staff to take responsibility in their work and expects from its business partners that they do the same.

Risk assessments

As we engage to in our Responsible Business Conduct Policy, we made up a risk analysis per country as well as at supplier level. Based on the audit information we have available per supplier, we have a good overview of the risk levels related to environment, human rights & ethics, worker rights and governance. We engage ourselves to make up a yearly update of this risk

1.2 Production process

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. 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.

Under the brand name Shoeteq, 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.

Production countries

To produce our work wear, we worked in 2022 together with suppliers in Tunisia, Turkey, China, Hungary, Bangladesh and India. With all our suppliers, we have a very regular direct contact and we have developed cooperative long-standing business relations. For production in Asian countries, we work with a limited number of agents. Also with these agents, we have open and cooperative long-standing business relations. They are also aware of our fair wear engagements. For shoes, we collaborate with some external producers, like for example ISM and Robusta.

Last year, we also started to work with a supplier in Morocco. The procurement itself will take place in 2023, but in 2022, we took the time to get to know this supplier, to visit the production location, to do a risk analysis, to check the labour conditions at the factory and to make up a good planning together.

**Outsourcing
Production
countries.**

| | | |
|-------------------|---------------|----------------|
| Tunisia | Turkey | China |
| 45% | 24% | 16% |
| Bangladesh | India | Hungary |
| 3% | 9% | 2% |



1. Our sourcing strategy

Organization of the sourcing department

Persons involved in sourcing decisions are the CEO, the procurement manager, the CSR manager and the project manager. Criteria for selecting a supplier are quality and workmanship, compliance with our Fair Wear policy, the capability of the supplier to produce the product, availability of required technologies/machines, and price. A good price-quality ratio is our objective and must go hand in hand with a fair wear engagement of the supplier. For 2023, we plan to make a supplier manual, as a tool for clear and transparent communication with all suppliers.

The procurement manager can select new supplier, when necessary, but only after a due diligence check (risk analysis + social compliance) and positive feedback of the CSR manager, orders can be placed. In 2021, we formalized this procedure within our new ERP system: orders can only be placed if they are linked to the factory where they will be produced. Only the CSR manager can input new factories into the ERP system after a 'fair wear check'. In 2022, we worked for the first year with this new system and it is evaluated in a positive way.

”

A good price-quality ration must go hand in hand with a Fair Wear engagement of the supplier.

Pricing

Around 50% of our workwear production is made in Tunisia. We fully equip our production locations in Tunisia, and we guarantee a stable income in a long-term relationship. Belconfect delivers the fabrics and furniture of the garments – from which we know the prices – to our Tunisian production locations. So, the price we pay them is the cost for sewing the garments. We also receive a 'grille de salaire' from our suppliers. This means we have a quite clear idea on how prices are built, and we can link this to our pricing strategy and our engagement to pay decent living wages (see infra).

In our other production countries, we buy ready-made garments, and we work with a piece price. As we choose to build up long term relations, and as quality is an important criterium, price is important but not the only key factor. We have learned in the past that quality and CSR often go hand in hand.



Atelier Diamant, Tunisia

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 some 6 weeks. We always also preview 2 weeks extra; in case this is needed. We communicate always 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.

”

Our production planning system prevents overtime for workers in production countries.

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

Customer/project review

Research and calculation
2 to 3 weeks

Detailed quote

Customer agreement

Launch of new project
3 weeks

Labdip 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

1. Our sourcing strategy

1.3 Supplier relations

Belconfect has a very regular direct contact with all its suppliers and has developed cooperative long-standing business relations with most of them.

Almost half of the total order volume is produced by our **supplier factories in Tunisia, they are visited every month** by our Procurement Manager. Also, CEO Filip Lietaer has direct contact with all Tunisian suppliers, and he visits on a regular base the factories. CSR topics are part of the agenda: follow up of the Corrective Action Plans after audits, health & safety issues (related to covid), the organization of Worker Education Programs, ... After our successful living wage project with Crown East, we also started to discuss living wages and social dialogue with Soniatex, another main Tunisian supplier.

When our suppliers need support, we provide them support: we take care of deposits and borrow them our stitching machines if needed.

In Tunisia, 2022 was in general a very busy post-covid year. More European brands preferred to source closer to home. Our feeling was that our suppliers were very busy, as we had to wait longer for our orders to be finalized. But we could take it as it was, and we made a good planning in dialogue with the suppliers.

For our production in **Asian countries**, we work through several agents, but normally we also visit the factories by ourselves. Unfortunately, the country specific covid measures still did not allow us to travel to China in 2022. We remained flexible and followed the situation through information from and conversations with the suppliers.

We accepted the delay in running orders that was caused (instead of putting pressure), and we communicated this open and transparent to our customers. Pre-financing of 30 to 50 % stayed standard, despite many delays in deliveries.

We work with one agent for China and one agent for Bangladesh. They know the local context very well, they are familiar with our fair wear engagement, and they keep us updated on important issues, f.e. the follow up on Corrective Action Plans, due diligence issues, ...

New suppliers always need to sign the FWF Code of Labor Practice and to fill in the FWF questionnaire on production location information. They 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 (so not where a camera or the management team is watching them). Normally, we always visit a factory first before placing an order, which we see as an important added value, to know each other and to build trust. 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 International Accord for Health and Safety in the Garment and Textile Industry. 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.

1. Our sourcing strategy

New suppliers this past financial year were :

- **Amrit Exports (India)**
this atelier is linked to a specific public tender.
- **Tarasafe (India)**
this factory produces flame retardant garments.
- **Beo textile (Turkey)**
we worked already with this supplier in the past, but he changes factories recently.

From our external producers, from who we purchase mainly safety shoes, we expect quality, but also trust, respecting commitments and CSR engagement. They are asked to fill in 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.

1.3 Supplier relations

Living wage project

We decided that covid nor the economic crisis could be an excuse to postpone our good intentions regarding the pursuit of living wages. We actively worked on this in the past two years.

First, an analysis was made for Crown East - one of our main Tunisian production locations - to gain a better understanding of the differences between current wages and wages that the local unions consider a living wage. After participating in the FWF living wage seminar in Tunisia and using the FWF labour minute costing tool, we enrolled in the FWF Living Wage Incubator. Participation in the FWF living wage incubator stimulated us to draw up an action plan around this. So, we started an active dialogue on living wages with the manager of Crown East. We had a more in depth look at the cost

” ***Upscaling our living wage approach is our new objective.***

Josefien Coffez,
Procurement and CSR manager

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.

The next step was analyzing where that money could come from, as Crown East’s margins were not high for the moment. From efficiency gains in the production

process? We concluded that investments in extra machines could generate efficiency gains, but that option would also mean that we would have to let people go, which was not the intention. Did Crown East have to increase his prices towards customers? Not the right moment in the middle of the covid crisis.

We made a new calculation, based on the gap between current wages and living wages per employee per year, and based on the yearly share of Belconfect in this atelier, and we found out how much it would cost to Belconfect to pay our fair share of a living wage. It was no discussion that we were willing to pay our fair share, but we had to discuss with the Crown East management how this money could be paid to the workers, as we had to consider some specific rules of the Tunisian salary law. In October 2021, Mr. Amor Mlika, General

Manager of Crown East, and Mr. Filip Lietaer, CEO of Belconfect, signed an agreement on a money transfer from Belconfect to Crown East: Crown East will guarantee that this money will be equally divided among the employees, paid as a yearly ‘bonus offered by Belconfect’.

Also, the worker representatives of Crown East were involved in the process and agreed on the decision. After this successful pilot project, we decided that upscaling this living wage approach to other suppliers was our new objective. In 2022, we continued this momentum: not only Crown East, but also Soniatex – another crucial supplier for Belconfect in Tunisia – was paid an extra bonus to promote living wages.



The Living Wage program will be further developed in 2023, in which Belconfect NV and Soniatex will jointly investigate and calculate how it can be turned into a structural implementation.

Filip Lietaer
CEO Belconfect NV

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CEO Soniatex
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Signatures Living Wage Contract

Mr. Faouzi Besbes, CEO Soniatex
Mr. Filip Lietaer, CEO of Belconfect

1. Our sourcing strategy

1.4 Integration of monitoring activities in sourcing decisions

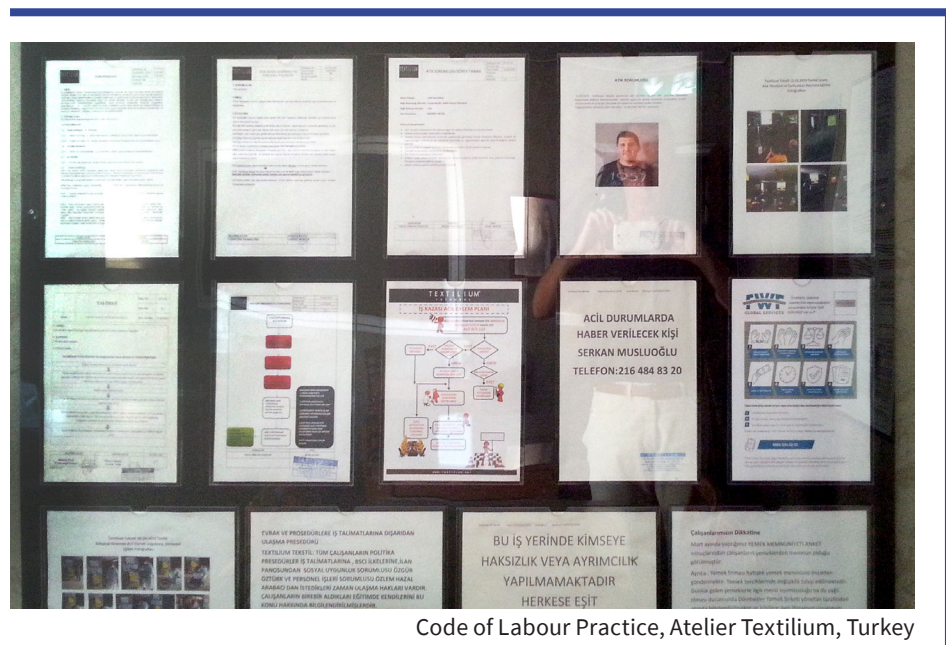
✔ New supplier

Each new supplier needs to sign the FW Code of Labor Practice and to fill in the questionnaire on production location data. A “due diligence check” will be done, based on country and/or specific risks and performed audit reports. 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 2020-2021, all our new suppliers have 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 plan of action will be set up together with the supplier and followed very closely by Belconfect.

All audit and monitoring information on suppliers is now also integrated in our ERP system, that we launched in 2021. This means an extra incentive to place orders at suppliers with the best Fair Wear conditions. So, buyers are now in a more structural way stimulated to place orders at factories known for their living wage policy or with excellent audit results. For this reason, we placed more orders in 2022 at Soniatex. We also continued our business relation with Diamant, a supplier that receive a negative audit result in 2021, but they’ve really done their best to make improvements.



Code of Labour Practice, Atelier Textilium, Turkey

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. In 2021 we decided to stop placing new orders with our Albanian supplier, as they explicitly refused to allow an audit in their factory. Luckily, we don't need to report similar cases in 2022.

We also ask our suppliers, complementary to our Code of Conduct, to **subscribe their engagement to full supply chain transparency** and preventing excessive overtime in production locations. In 2022, we asked our suppliers to sign a contract in which:

- They agree that Belconfect discloses the production location on the Fair Wear website and to other FWF members.
- They guarantee that the production of Belconfect items will take place in the factory known by Belconfect, without subcontracting. If subcontractors are engaged in the production process, it will always be communicated to Belconfect, as Belconfect requires full transparency on the production process.
- They declare that Belconfect respects the necessary lead times in production between order and shipping and, that they agree with Belconfect on a reasonable planning and production cycle. In this way, we can be surer that possible overtime is not caused by unreasonable production pressure by Belconfect.

”

With the integrated CSR info in our new ERP system, buyers are stimulated to place orders at factories know for their living wage policy or with excellent audit results.

In 2023, we will work on the setting up of a vendor rating system in which also sustainability performance will be integrated. We are also developing a supplier manual, of course also in this tool our responsible business engagement and practical expectations will be explained.


2. Coherent system for monitoring and remediation

2.1 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 complaints procedure 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 implies international labor standards including human rights, labor rights, child labor, forced labor, working time, wages, and compensation, working safety including health and safety.

CSR is now a standard topic during all factory visits. Over the years, it became something automatically to do. On a regular basis, we also use a 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.



The 8 elements of Fair Wear's code of labour practices...

| | | | | | |
|---|-------------------------------------------------------------------------------------|----------------------------------------------------------------|---|-------------------------------------------------------------------------------------|--------------------------------------------|
| 1 |  | EMPLOYMENT IS FREELY CHOSEN. | 5 |  | PAYMENT OF A LIVING WAGE. |
| 2 |  | FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING. | 6 |  | REASONABLE HOURS OF WORK. |
| 3 |  | NO DISCRIMINATION IN EMPLOYMENT. | 7 |  | SAFE AND HEALTHY WORKING CONDITIONS. |
| 4 |  | NO EXPLOITATION OF CHILD LABOUR. | 8 |  | A LEGALLY BINDING EMPLOYMENT RELATIONSHIP. |

FWF Code of Labour Practices

2.2 Audits & Corrective Action Plans

Audits are based on the FWF Code of Labor Practices. In the past three years, we organized audits at most of our main suppliers. Over 80% of Belconfect's production has being audited within the past three years.

In 2022, we organized three audits

- Soniatex (Tunisia), audited by Wethica
- Cena/Crown East (Tunisia), audited by FWF
- Beotextile (Turkey), audited by FWF

Follow up of Corrective Action Plans

We also continued to work on the follow up of the Corrective Action Plans of the audits we organized in 2022. By doing this we want to give a clear signal to our 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.

A positive outcome in all audits in recent years at our Tunisian suppliers is that excessive overtime – which is a very common bottleneck in textile industry – is shown to be no real issue in our production locations in Tunisia. As we work project based, we do not have strict deadlines for the production units. We also communicate always very 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.

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/Amfori or Sedex/Smeta audit report.

Audit reports executed by FWF or Wethica are always send to the CSR manager and CSR adviser. After receiving an audit report, Belconfect discusses the results with the supplier. In case of the Tunisian audits in 2022,

the procurement manager discussed the results directly with the suppliers during their visits. For suppliers in other countries, follow up is mostly done by email conversations.

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 CSR manager and procurement manager are always involved, supported by our CSR advisor, and by our CEO where useful. On-site visits are planned on a regular basis (in Tunisia at least ten times per year in non-covid times), and the CAP is always an important topic on the agenda.

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.

If we have suppliers in common with other FWF members, we will work together on the follow up of the corrective action plan. Our supplier Cena (Crown East) in Tunisia is likewise a supplier of another FWF brand member, Ballyclare. We had several meetings with Ballyclare on the follow up of the Corrective Action Plan, but we also tried to inspire them to follow our living wage approach at this supplier. They reacted very positively.

2. Coherent system for monitoring and remediation

2.2 Audits & Corrective Action Plans

Bangladesh - International Accord for Health & Safety in the Garment and Textile Industry

Since 2017 a small part of Belconfect's production is taking place in Bangladesh (only 1.77% in 2020-2021), so Belconfect became a member of the Bangladesh Accord on Fire and Building Safety to ensure good and safe working conditions. This means that all our factories will be inspected on fire, electricity

and building safety and remediation before a deadline will be required by the Accord. In 2021, Belconfect signed the new Accord agreement, called the International Accord for Health and Safety in the Garment and Textile Industry. In financial year 2022, we produced in two factories in Dhaka, which are on track with its remediation status.



Atelier Manel Fashion, Bangladesh

3. Complaints procedure

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

All current factories have sent us pictures to prove that the FWF Code of Labor Practices (that includes the complaints number) was displayed at the work floor in the local language and available to all employees. This is checked during audits and by Belconfect staff when visiting the factories. This is also a requirement for new suppliers, an order can only be possible after we receive a picture of the Code 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 FWF. 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.

In the last year, neither Belconfect nor FWF's country contact persons received complaints from factory workers or management involved in our supply chain.

4.

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.

In 2022, we haven't had the chance to organize **Workplace Education Programs**, but these are definitely planned for 2023.

We also continued to invest in 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, CAP monitoring, ... 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. For example, our agent in Bangladesh is closely monitoring the progress of the respective factories under the (new) Bangladesh Accord. Also, in covid times, we saw the benefits of these efforts.

To keep our staff in our HQ in Dottenijs informed, our fair wear engagement and progress is discussed regularly in monthly staff meetings. Our CSR manager and/or CSR advisor attend regularly **FWF online trainings or info sessions**, f.e. on living wages, alternative trainings for supplier, excessive overtime tools, communication guidelines, HRDD, etc.



5. 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 base and CSR issues are on the agenda regularly.

Towards our customers and stakeholders, we communicate on our FWF membership during company PowerPoint presentations, in our brochures, and through our website (where also the Brand Performance Check Report is published). On our corporate website, more information can be found on our sustainability engagements. We attach our Social Report at every private and public tender.

Since 2023 we also started on garment communication regarding Fair Wear and our leadership status.



” *We work hard to build strong, long-term relations with our suppliers, based on mutual trust and transparency*

Our supplier list

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 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 produced for Belconfect in financial year 2022 were:

| Factory | Country | Product group | Production process | Auditor |
|-------------------|----------------|----------------------|---------------------------|----------------|
| Soniatex | Tunisia | Woven | CMT | Wethica |
| UBNA | Tunisia | Woven | CMT | Fair wear |
| Abidtex | Tunisia | Woven | CMT | Wethica |
| Beotextile | Turkey | Knitted | Full | Fair wear |
| Binzhou Knitting | China | Knitted | Full | BSCI |
| Socovep | Tunisia | Woven | CMT | Wethica |
| Quanzhou | China | Knitted | Full | BSCI |
| Diamant | Tunisia | Woven | CMT | Wethica |
| Gete Garments | China | Knitted & Woven | Full | BSCI |
| Bodywear | Hungary | Knitted | Full | NA |
| Textilium | Turkey | Knitted | Full | NA |
| Cpro | Tunisia | Woven | CMT | NA |
| Amrit | India | Knitted & Woven | Full | SGS |
| Sadaatia Sweaters | Bangladesh | Knitted | Full | BSCI |
| Covabel | Belgium | Knitted | Full | NA |
| Jiangwi Bohan | China | Knitted | Full | BSCI |
| Tarasafe | India | Woven | Full | RINA |
| Mactex/Manel | Bangladesh | Knitted | Full | BSCI |

6. Corporate responsibility

Our commitment to more sustainable business practices is important to Belconfect. The related expectations of stakeholders and customers are also increasing. We are pleased that we have already taken many steps in recent years, and we are ambitious to grow further in this engagement.

In addition to our Fair Wear commitment, we also strive for more environmentally friendly production, as the fashion sector has an important responsibility. You can read more information on our sustainability strategies and actions in our Sustainability Report 2022, available at our website.

Step by step, we grow in our sustainable entrepreneurship.



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



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

belconfect
SAFETY WORK- AND FOOTWEAR



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