

2025 SOCIAL REPORT

Reporting Period: 01/02/2024 – 31/01/2025

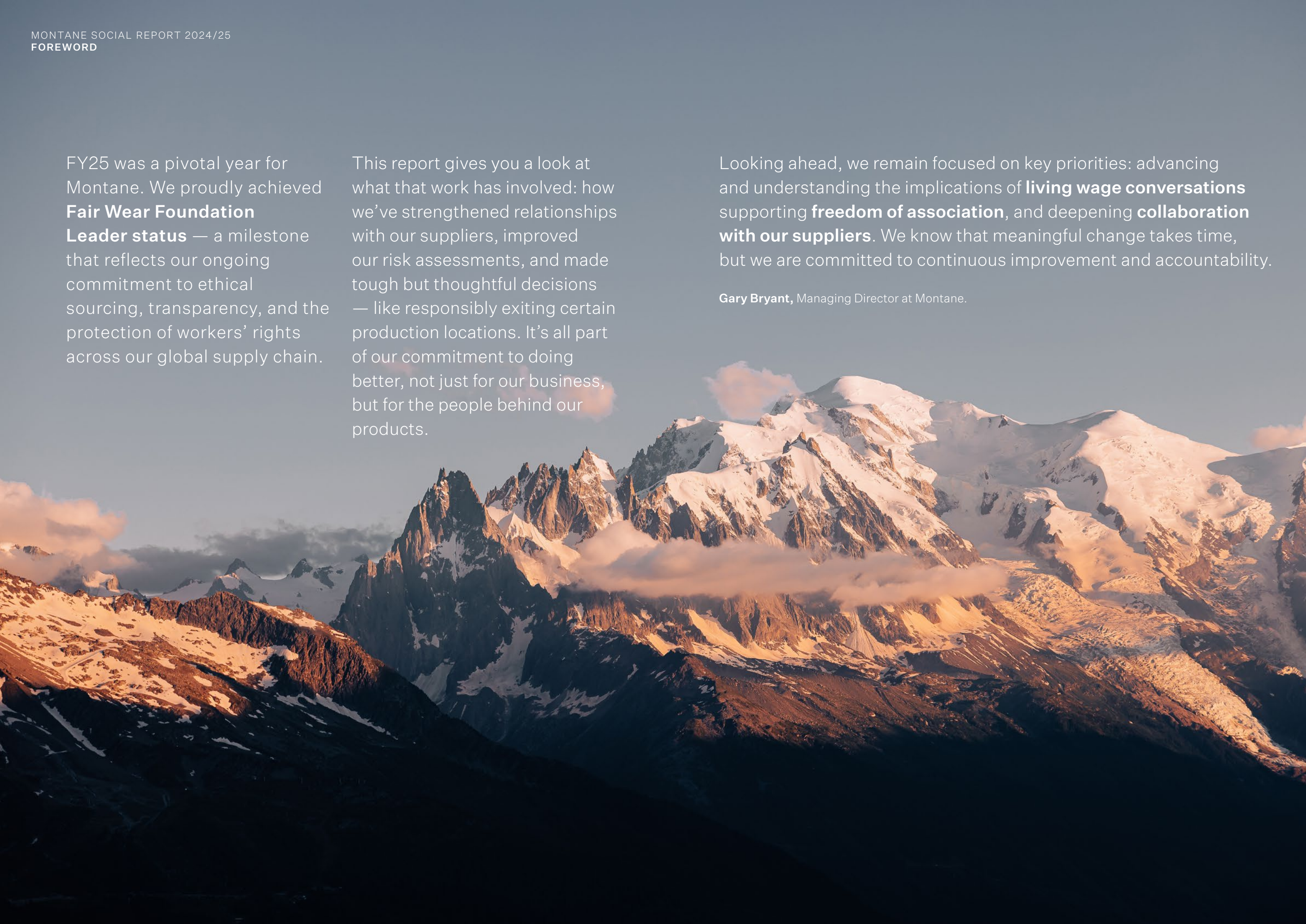


FY25 was a pivotal year for Montane. We proudly achieved **Fair Wear Foundation Leader status** — a milestone that reflects our ongoing commitment to ethical sourcing, transparency, and the protection of workers' rights across our global supply chain.

This report gives you a look at what that work has involved: how we've strengthened relationships with our suppliers, improved our risk assessments, and made tough but thoughtful decisions — like responsibly exiting certain production locations. It's all part of our commitment to doing better, not just for our business, but for the people behind our products.

Looking ahead, we remain focused on key priorities: advancing and understanding the implications of **living wage conversations** supporting **freedom of association**, and deepening **collaboration with our suppliers**. We know that meaningful change takes time, but we are committed to continuous improvement and accountability.

Gary Bryant, Managing Director at Montane.



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ABOUT MONTANE

Montane is a global brand based in Northumberland, UK, and has been designing high-performance mountain apparel and equipment for over 30 years.

Montane produces timeless performance product that protects you from the harshest elements. Our products combine physical, aesthetic, and emotional durability to give them a permanent relevance that transcends short-term trends, and they are built for more so that they adapt to the wearer’s outdoor ambitions.

Long-term thinking governs every Montane decision. Through design we strive for simplicity. Our focus on lightweight construction naturally delivers a timeless look, fusing performance with a modern aesthetic.

We build our products to ensure they are functional and durable to their core. From construction methods to fabric choices, we continuously scrutinise our entire process to produce the highest performing apparel and equipment possible. We design every element to ensure our clothing and equipment becomes your trusted companion in the mountains.

And we do it all while constantly assessing our impact and striving to make responsible choices.



ABOUT THIS REPORT

This report focuses on the social impacts of Montane’s product supply chain- the purpose being to offer transparency on our activities undertaken in support of the human rights of the workers in our value chain. It covers how we source and purchase, how we approach risk assessment, and the actions we take to cease, prevent or mitigate any negative impacts identified.

Elsewhere, we publish an annual Impact Report which includes more details on our company values and the corporate responsibility work we do outside the scope of this report, including material certification, volunteering, and carbon accounting . You can find out more [here](#).

We use many acronyms when we talk about our corporate social responsibility work. Please refer to the appendix at the end of this report for a table of acronyms to support your understanding of the terms and phrases used.



OUR SOURCING STRATEGY

DUE DILIGENCE IN SOURCING

Our sourcing strategy incorporates three distinct processes:

PRE-EVALUATION

Once a prospective partner is identified, our team visits the production site and ensures the supplier completes a pre-evaluation pack, including a factory profile with technical and CSR considerations. Our requirements for a successful relationship are aligned with Fair Wear Foundation’s Code of Labour Practices and, where applicable, International Accord signatory requirements.

EVALUATION

We begin with a country-level risk assessment, especially for new sourcing locations. The sourcing and CSR teams analyse pre-evaluation surveys, and if no major issues arise, we engage the prospective partner in sampling exercises evaluated by the development and production teams. The Chief Operating Officer makes the final approval decision based on all evaluation findings.

MONITORING

Seasonally, Montane production partners must read, sign, and return a Supplier Manual outlining expectations and the code of conduct. Development and production processes are monitored by Development, Operations, QC, and CSR teams, with FWF and third-party audits for enhanced verification. Our risk-based scoring system identifies partners with good practices and sets corrective action plans for those needing support. Scores are assigned to production locations based on audit findings, grievances, relationship knowledge, risk analysis, and product quality outcomes.



RESPONSIBILITY IN SOURCING

To enhance due diligence, we aim to minimise production locations and build long-term relationships with existing suppliers, following our Responsible Business Conduct Policy. This policy is a comprehensive document aiming to uphold our standards and values in accordance with industry guidance and legislation. It covers Human Rights Due Diligence in our supply chain and responsibilities to both workers in our supply chain and our head office employees. If a partner fails to meet our expectations, we work with them to improve through communication and training.

Responsible disengagement from a partnership is a last resort in cases of repeated non-compliance or extenuating circumstances. We will first work with the partner on making improvements through measures such as clearer communication and factory trainings.

To ensure we act responsibly, we have a contingency plan for disengagement considering impacts on the factory, workers, and inventory. Decision-makers are provided with comprehensive facts, and suppliers are informed in writing with at least one season’s notice. We collaborate with the factory and, wherever possible, with worker representation to mitigate long-term impacts. This process is developed in accordance with Fair Wear guidelines.



SOURCING IN PRACTICE

Montane is a global distribution brand, offering men’s and women’s clothing, backpacks, and accessories for a variety of outdoor pursuits.

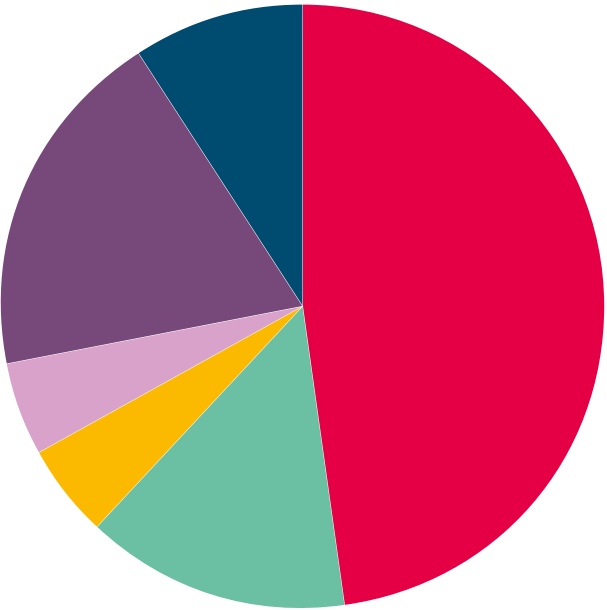
The factories who manufacture our products are all independently owned and many also produce for other FWF member brands. They are selected based on their capabilities to manufacture product fit for purpose with reference to their company values and factory credentials.

In FY25 we worked with a total of twenty-one, Tier 1 Cut Make Trim (CMT) facilities. Tier 1 is used to describe the position of finished garment manufacturers in the production value chain. Montane’s Fair Wear Foundation membership predominantly focuses on these production partners.



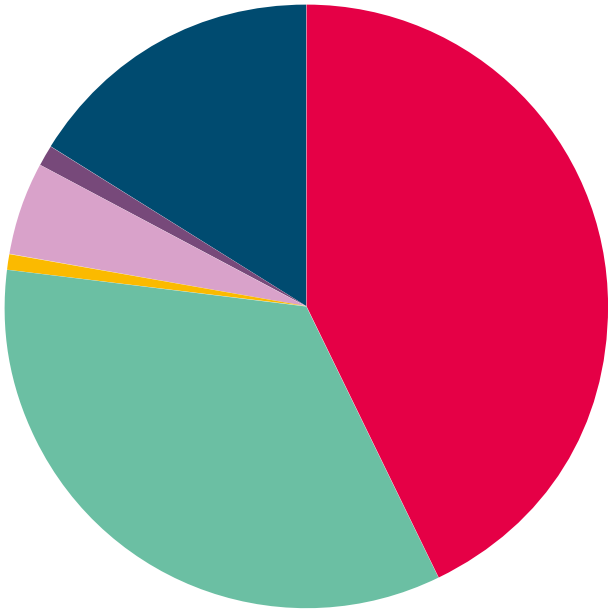
These charts show the breakdown of facilities by country and by FOB spend.

MONTANE PRODUCTION LOCATIONS



VIETNAM BANGLADESH INDIA INDONESIA CHINA CAMBODIA

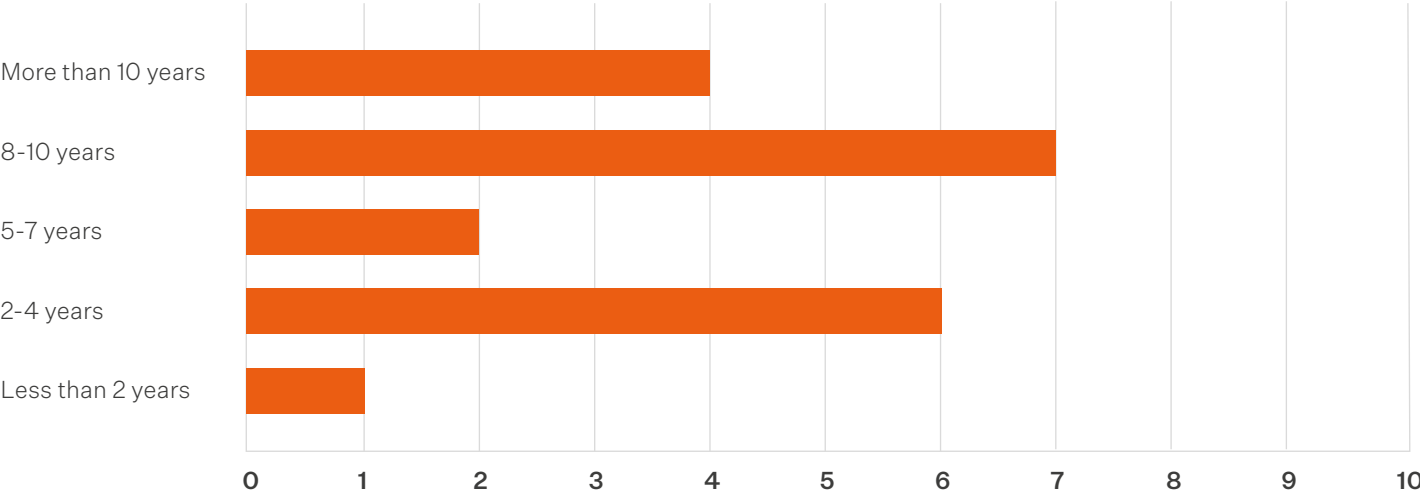
FY25 FOB SPEND PER COUNTRY



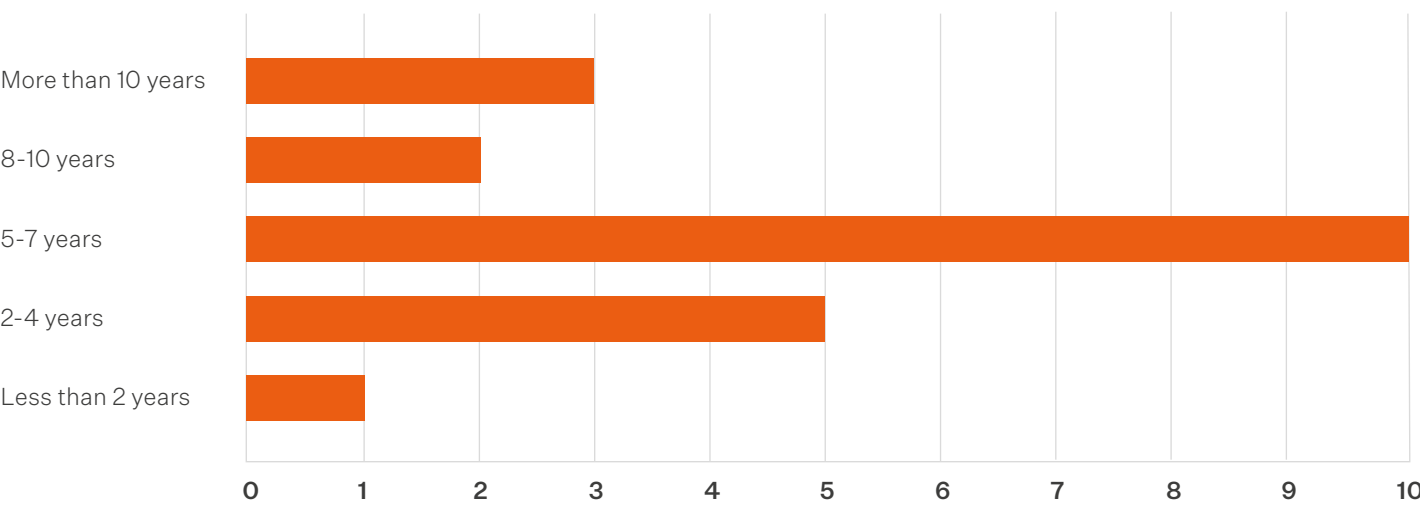
Bangladesh continues to increase in significance. With the addition of an FOB spend at our newest Bangladesh facility, the total Bangladesh FOB spend has increased from 25% of our total spend in FY24 to 34% in FY25.

Montane’s sourcing strategy emphasizes long-term relationships with manufacturers. In FY24, 72% of our factory relationships were over 5 years old, but this figure is lower in FY25 (67%) due to our disengagement from Myanmar and recent onboarding of a new supplier. These charts show the changes in our relationship lengths.

Length of Relationship X Factories (FY25)

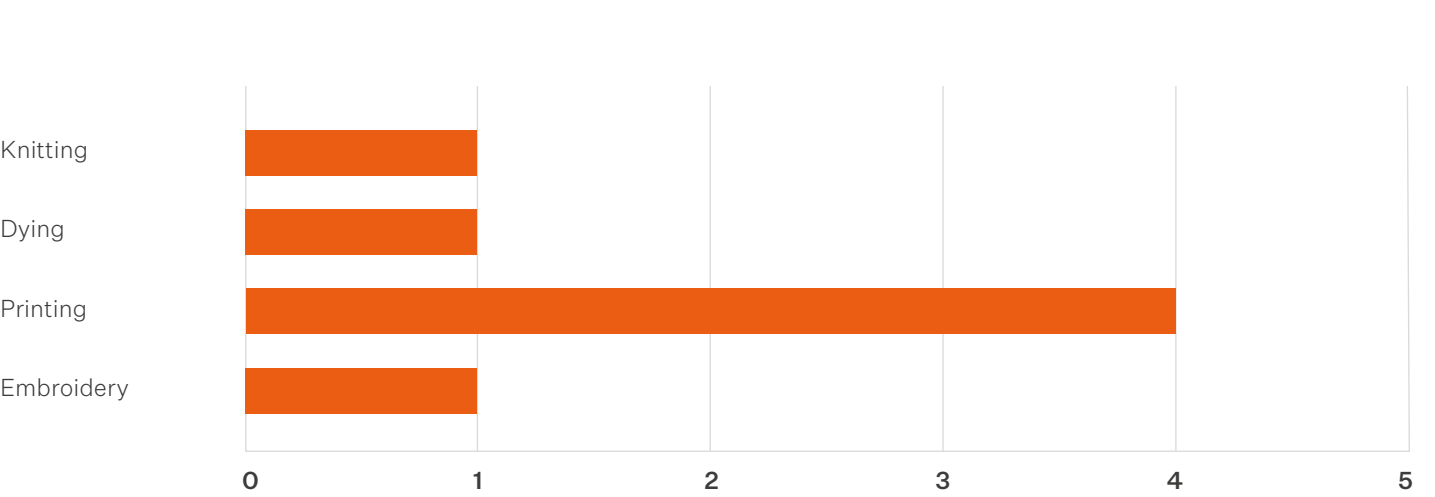


Length of Relationship X Factories (FY24)



There are some processes which need to be outsourced. These are embroidery, printing, dyeing, and knitting. As we have disengaged from our supplier in India, the dyeing and knitting processes will cease to be outsourced – the new supplier can complete these processes in house. The following chart shows how the processes have been subcontracted in FY25.

Tier 1 Subcontracted Processes

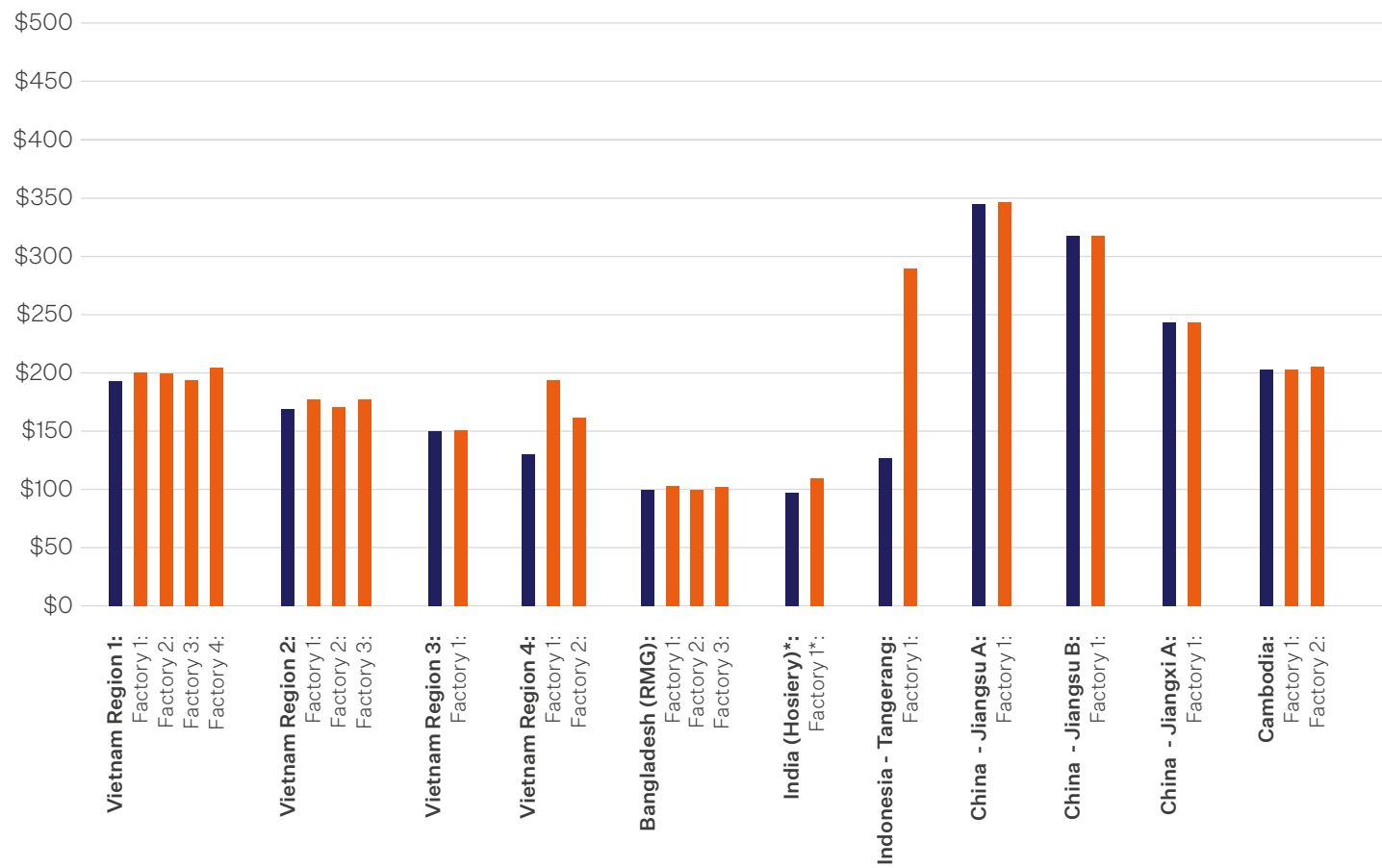


WAGE LEVELS IN SOURCING COUNTRIES

For the countries we work in, we generate an understanding of wage levels in the regions our factories are located in and require that our suppliers pay at least minimum wage, or preferably above it.

The first chart shows the legal (or sectoral) minimum wages and the lowest basic wage levels paid by the factories to garment workers.

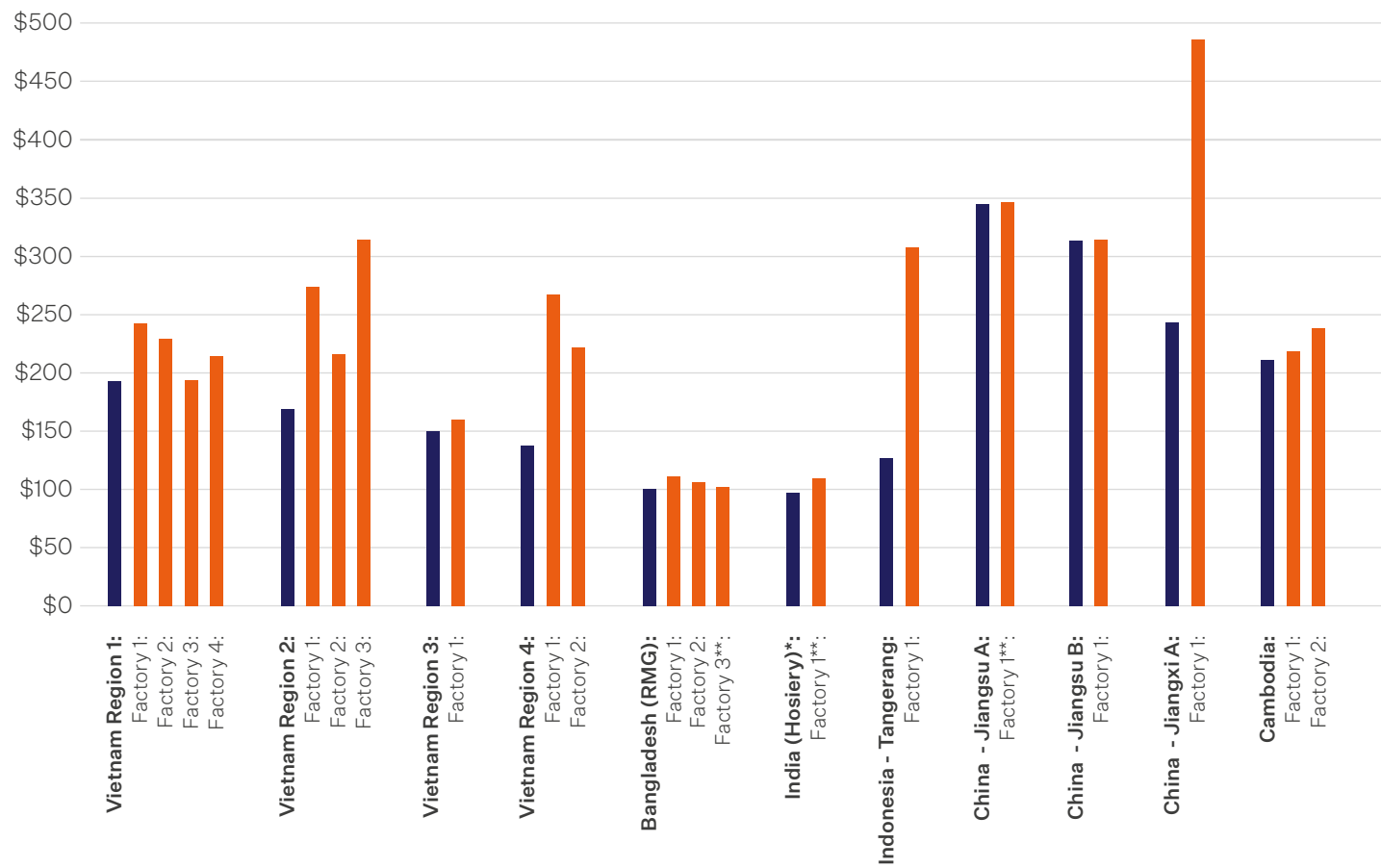
FY25 Basic monthly wages per production location



*= figures from FY24

We appreciate that factories often include bonuses and allowances in their wage level so the second chart shows the lowest take home wage including these and again compared to the minimum wage.

FY25 Monthly wages + allowances per production location



**= data not provided

FREEDOM OF ASSOCIATION IN SOURCING COUNTRIES

The laws and/or practices in many of the countries Montane source from do not include provision for enabling freedom of association or strong social dialogue (such as the presence of a functional trade union). While we consider worker engagement in factory dialogue as essential, our current sourcing strategy is focused on consolidation in the production locations with the capability to produce technical outdoor wear and in developing strong supplier relationships. We do not plan to source from any new production countries which means we can apply our existing knowledge on freedom of association and continue to support our suppliers on making improvements in this area. Please refer to the “Our Supply Chain” section for information on the salient risks, including freedom of association, in our production locations.

ONBOARDING

New suppliers are sourced through collaboration between Montane’s Chief Operating Officer, the Design Director, and recommendations from our distribution partners. We look to source new suppliers when we expect growth in volume within a product category, when irremediable issues arise, or when it is not viable to continue production at an existing location. When onboarding a new supplier, our business centric KPI’s (such as quality, price, capacity, delivery dates, duty rates, regional stability, communication etc.) are assessed alongside social compliance requirements. Montane reviews available audit and occupational safety and health (OSH) documentation, as well as whether a factory is already familiar with FWF principles when assessing potential manufacturers.

PRODUCTION CYCLES

Montane operates on two product cycles per year: spring/summer and autumn/winter. A 25-month critical path allows up to three development samples making sure we perfect the design and conduct appropriate product testing. Before placing Salesman Sample (SMS) orders, we inform fabric mills of greige fabric requirements. During the SMS order process, we discuss sample production capacity with factories, considering delivery dates, reasonable working hours, and local holidays. We present SMS to retail customers about 10 months before the season’s commercial launch, allowing time for bulk order forecasts and capacity planning.

Capacity planning for bulk production also considers delivery dates, reasonable working hours, and local holidays. Supplier agreements are shared confirming the trading terms and outlining brand expectations. Production is monitored through fortnightly reports and regular follow-ups to address issues and mitigate potential risks. We discuss pricing levels for the season, new planned orders, and try to resolve any issues that may have caused delays or overtime. This informs the buying plan for the following season, helping to facilitate adjustments needed in response to factory feedback.

SUPPLIER ALLOCATION

The due diligence process we follow, particularly the risk assessment as part of supply chain monitoring, is an integral part of supplier allocation discussions. The human rights risks are evaluated alongside criteria from other supplier facing departments such as Design & Development, Production, QC, and Shipping so an overall view of supplier performance can be obtained. While these performance levels are considered when suppliers are allocated new styles each season, it should be noted that many of our suppliers are specialists in specific product categories which leads to somewhat of a pre-determined allocation. Where product categories have projected growth the performance evaluations can indicate if they have capacity and capability to be allocated new products.

SUPPLIER AGREEMENTS

Montane sends out Supplier Purchase Agreements and Supplier Manuals at the start of a relationship and with all subsequent bulk orders.

The Supplier Purchase Agreements cover buying and ex-factory dates, and trading terms, while the Manual outlines expectations for labour standards, restricted materials, quality, and what happens when these expectations are not met. Suppliers must acknowledge these documents by returning signed pages.

Both documents are assessed biannually and updated based on internal changes, supplier dialogue, or external recommendations. For example, Fair Wear Foundation recommended updates to reduce supplier burden, which were actioned in FY24 and verified in our Brand Performance Check.



SUPPLY CHAIN MONITORING

FAIR WEAR FOUNDATION

We have been a proud member brand of the Fair Wear Foundation since 2019. FWF have guided our practices in monitoring our supply chain and steered us toward correcting our path. The 8 Code of Labour Practices (CoLPs) set out by Fair Wear reinforce the backbone of our Social and Ethical policy. These CoLPs were derived from key ILO conventions and the UN’s declaration on Human Rights and incorporate monitoring and remediation requirements in line with the UN Guiding Principles.

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.



FW Code of Labour Practices (CoLP)

HUMAN RIGHTS DUE DILIGENCE CYCLE

Fair Wear have adopted a more risk-based approach to human rights due diligence, in alignment with [UN Guiding Principles](#), with multiple OECD guidelines ([1](#), [2](#), [3](#)) and with the ILOs [Tripartite Declaration of Principles](#). You can read Fair Wear’s full updated HRDD policy [here](#).

There are six main steps to due diligence within this new policy to which we adhere as a FWF member brand. The following summarises these steps:

1. HUMAN RIGHTS DUE DILIGENCE POLICY

We commit to carrying out HRDD, embedding this in our Responsible Business Conduct Policy and integrating it into the values of our Route Map.

2. IDENTIFY ACTUAL AND POTENTIAL HARM

We commit to scoping potential harms in order to identify the likelihood and significance of risks in our production locations and integrating this information into the decision-making process when looking for new suppliers.

We commit to conducting a risk assessment at each production location, using the data from risk scoping and data obtained through dialogue, auditing, and visiting production sites.

Both risk scoping and risk assessment exercises should encompass a gender lens and be conducted in a way that assess our relationship to impacts and effects.

3. CEASE, PREVENT OR MITIGATE HARM IN OWN OPERATIONS AND SUPPLY CHAIN

Where harms are identified, we commit to cease any actions we do that cause or contribute to it. We commit to working with our suppliers and worker representatives to develop outcome-oriented solutions leading to the prevention and mitigation of harm. Where resolution is not effective, we commit to having a responsible exit strategy as a last resort.

4. TRACK PROGRESS

We commit to monitoring the level of risk identified in step 2 and the effectiveness of our step 3 responses. This includes verification and validation. We commit to seeking to constantly improve.

5. COMMUNICATE ABOUT HUMAN RIGHTS DUE DILIGENCE

We commit to publicly communicating our HRDD efforts through social reports and Brand Performance Check results, ensuring accountability for our actions and decisions. We share information about our Tier 1 suppliers on our own platforms, through FWF, and Open Supply Hub. We maintain regular communication with suppliers and their workers on human rights impacts and actions. Additionally, we collaborate with other brands to enhance the effectiveness of our due diligence work.

6. PROVIDE FOR OR CO-OPERATE IN REMEDIATION WHEN APPROPRIATE

We commit to encouraging effective factory-level grievance mechanisms and by our membership with FWF make available information on FWF’s complaints helpline as a backup option.

We commit to appropriate, gender-responsive remediation measures in consultation with relevant stakeholders.



FAIR WEAR BRAND PERFORMANCE CHECK

FWF hold brands accountable for the commitments they make as member brands. To do this, they conduct a Brand Performance Check, either annually or biennially depending on criteria eligibility, which allows them to evaluate and publicly report on the HRDD efforts of its members.

Based on their Brand Performance Check, member brands are placed into a category that best corresponds with their performance. The three categories are: LEADER, GOOD, and NEEDS IMPROVEMENT. You can find out more about the Brand Performance Check purpose and process on [Fair Wear’s website](#).

Montane is proud to have achieved LEADER status for the first time in our FY24 Brand Performance Check. We believe that this score demonstrates our commitment to be a responsible business, and operating in line with or beyond the international guidance on Human Rights Due Diligence. You can read the full report on our [website](#), and on [Fair Wear’s Montane Brand Page](#).



OUR RISK ASSESSMENT PROCESS

STEP ONE

The first step in our internal risk assessment process, aligned with step 2 of FWF’s HRDD cycle, is to evaluate risks at the production location level. We use various sources, including FWF’s Country Studies, MVO Risico CSR check ([Home | MVO Risico Checker](#)), the UK Gov travel advice website ([Foreign travel advice - GOV.UK \(www.gov.uk\)](#)), and our own knowledge of the area. Production locations are scored against each CoLP to prioritize risk levels for factory-level assessments.

At the end of FY25, the risk levels identified at a location level were as follows:

	Vietnam	Indonesia	Bangladesh	Cambodia*	India	Myanmar
OVERALL SCORING	68%	69%	73%	75%	79%	79%
Employment is freely chosen	60%	60%	60%	70%	80%	90%
Freedom of association	70%	80%	70%	90%	80%	90%
No discrimination	70%	70%	70%	60%	70%	80%
No exploitation of child labour	50%	70%	70%	80%	80%	60%
Payment of a living wage	80%	70%	80%	80%	80%	80%
Reasonable hours of work	70%	80%	70%	70%	80%	90%
Working conditions	70%	60%	80%	70%	80%	70%
Legally binding employment	70%	60%	80%	80%	80%	70%

It should be noted that the potential risks associated with Bangladesh increased following the political disruption and introduction of an interim government. While we did not find an increased level of harms in the factories we work with, the location level risks reflect this situation in FY25.

STEP TWO

After assessing country-level risks, we evaluate factory-level risks through dialogue and surveys with the factory, through visits to the production site, through auditing and through sharing knowledge with our peers and MSIs. We score the factory against the CoLP and 2 extra indicators for the risks related to production location and for communication quality.

Each indicator is given a score between 0 and 3: a score of 3 exceeds expectations, a score of 2 meets our expectations, a score of 1 falls below them, and a score of 0 means non-compliance.

To ensure comprehensive risk assessment, we also evaluate performance against relevant business departments, identifying trends that may require improvements in our own practices. These findings collectively inform our sourcing and product decision making, enabling us to confidently develop new ranges with well-performing suppliers.

You can see some of the outcomes of our risk assessment in section 3 of the Our Supply Chain chapter; “Know Our Suppliers”.

STEP THREE

In FY25, we shared indicators and findings with our suppliers, initiating dialogue to improve prioritized items through the risk-based scoring system. We sought their comments and suggestions, and provided recommendations for remedial action, aiming to efficiently source from all partners and create a balanced, sustainable supply chain.

To complement the risk assessment, we developed an anonymous survey for suppliers to rate our practices. This ensures honest feedback without fear of repercussion, though suppliers can include their details if they wish. We welcome direct feedback and dialogue. Aggregated anonymous data will be shared with suppliers, and an internal corrective action plan will be developed based on the findings.



INTERNATIONAL ACCORD

As signatories of the legally binding International Accord and the Bangladesh Country Specific Safety Program (CSSP), our Bangladesh production locations are monitored by the RSC which requires exacting health and safety standards and provides the factories with relevant trainings. We have taken on the responsibility of Lead Brand at one of our production locations, but we engage and support in the remedial actions necessary with all our Bangladeshi suppliers.

While the International Accord currently only has operational CSSPs in Bangladesh and Pakistan, we welcome their continued expansion into significant garment production countries, including our key production locations in Vietnam and Cambodia.

You can find out more about the International Accord and the Bangladesh Health and Safety Program [here](#).

BANGLADESH EMPLOYMENT INJURY SCHEME PILOT

In FY24 and FY25 Montane has made voluntary contributions towards a Bangladesh Employment Injury Scheme. The scheme, which is implemented by the ILO (International Labour Organisation) and GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit), covers all four million+ workers in the export oriented RMG sector in Bangladesh. We quickly recognized the benefit of providing compensatory payments for the permanently disabled and the dependents of deceased workers in case of work-related accidents. The payments made by the EIS Pilot bridge the gap between the national lump-sum payouts and the recipients’ loss of income.

The scheme includes data gathering and capacity building elements and expanded to incorporate commuting accidents. The scheme is working with the Bangladesh interim government as they seek to update labour regulations. Alongside this, it is expected that the Pilot will transition to a permanent Employment Injury Scheme in 2026 or 2027, whereupon it is expected to be fully embedded into the Bangladesh national legal framework.

You can read more about the EIS pilot scheme [here](#).

OUR SUPPLY CHAIN

PRODUCTION LOCATIONS

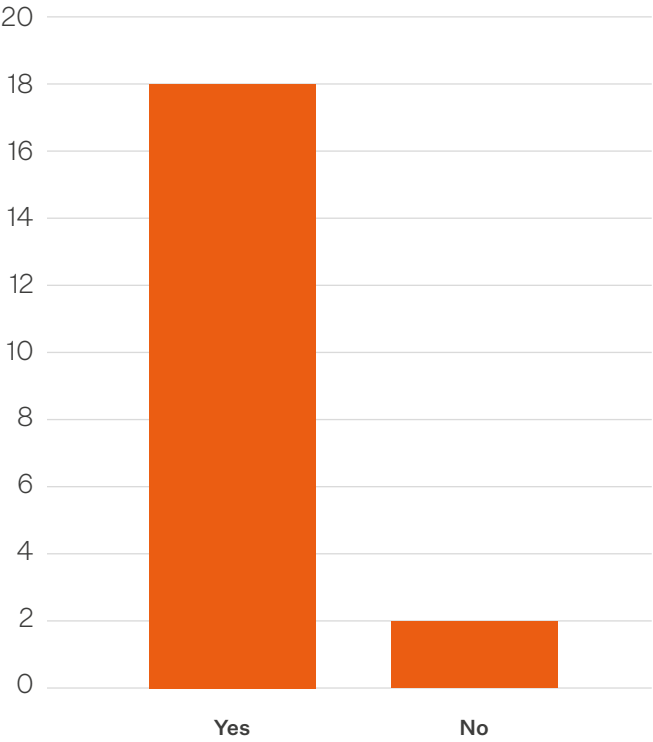
Auditing is part of our monitoring process to check working conditions at manufacturing locations and ensure adherence to our standards. The audit plan is influenced by factors such as: whether a factory is new to Montane, whether potential or actual high-level risks are identified, whether we have access to valid audit data, or whether significant Montane order volumes are placed with the factory.

It is important to Montane that all suppliers continue to work in alignment with the agreement outlined in the Supplier Manual, and with the FWF CoLPs. Confidence in this is achieved through conducting audits, issuing Supplier Questionnaires annually, and maintaining regular dialogue with all suppliers.

Audits allow Montane to verify information provided by the suppliers, as well as flag any potential and actual risks at the specific location. Montane utilises FWs audit services as well as engaging the services of an external third-party auditing company. The willingness of a supplier to participate in remediation work around audit findings, whether social or quality focused, is a consideration within the Montane sourcing strategy. To help with audit fatigue, we count certain existing audit reports as part of our monitoring process provided the data is verified and meets certain criteria such as worker interviews.

At the end of FY25, 77% of our CMT factories have either been audited by Montane or have been able to provide a report for an alternative audit conducted within the last 3 years.

CMT Factories with a Valid Audit in FY25



RESPONSIBLE EXITS

As part of our consolidation strategy in FY25, we chose to exit 2 production locations. These factories were based in India and Indonesia. They were our only production sites in those countries.

The factory in India worked with three subcontractors for knitting, dying and printing. During our exit process we informed the supplier of our intentions and checked regarding any detrimental impact to the factory, in particular it’s workers. We did not utilise a large capacity allocation at this factory so we have agreed that the impact was minimal.

We followed the same process with the factory in Indonesia however this facility did not make use of any subcontractors for its processes. While our main range orders are complete, we still hold an inventory of material at the factory and we discussions are ongoing about how to best handle this in an appropriate way.



KNOW OUR SUPPLIERS

We aim to be transparent about who our suppliers are and where our products are made and we disclose 100% of our production locations on our website, through Fair Wear, and on the Open Supply Hub.

DO-GREE:

Supplier:	Do-Gree Fashions
Head Office Location:	Canada
Factory One Name:	Jurong Jiasheng Knitting & Clothing Co Ltd
Country	China
Product Categories:	Neckwear
Production Capacity:	250,000 p/cm
Total Employees:	<100
Length of Relationship:	10 years
Open Supply Hub ID:	CN2020349VNB3SW
Factory Two Name:	Nantong Jackbeanie Headwear & Garment Co., Ltd
Country	China
Product Categories:	Headwear
Production Capacity:	1,000,000 p/cm
Total Employees:	500-1,000
Length of Relationship:	8 years
Open Supply Hub ID:	CN2019096CZY6YS

FUSION:

Supplier:	Fusion
Head Office Location	India
Factory Name:	Fusion Tenim & Co
Country	India
Product Categories:	Cotton T-Shirts
Production Capacity:	65,000 p/cm
Total Employees:	100-250
Length of Relationship:	8 years
Open Supply Hub ID:	IN20222802BW9RH
Note:	Agreed factory exit in Q1 of FY25 due to production location consolidation. They will not be included in our FY26 report

J. ADAMS:

Supplier:	J. Adams & Associates
Head Office Location:	Taiwan
Factory One Name:	Grand Ocean Limited
Country	Vietnam
Product Categories:	Technical Legwear
Production Capacity:	45,000 p/cm
Total Employees:	500-1,000
Length of Relationship:	12 years
Open Supply Hub ID:	VN20213409ZOWWG
Factory Two Name:	Hung Ha Co, Ltd (subcontractor)
Country	Vietnam
Product Categories:	Technical Legwear
Production Capacity:	200,000 p/cm
Total Employees:	500-1,000
Length of Relationship:	7 years
Open Supply Hub ID:	VN2022265CQMMQS
Factory Three Name:	Huiyang Hsin Feng Garment Ltd
Country	China
Product Categories:	Technical Shell
Production Capacity:	20,000 p/cm
Total Employees:	250-500
Length of Relationship:	14 years
Open Supply Hub ID:	CN20233036K5VYN

KADENA:

Supplier:	Kadena Sportswear Ltd.
Head Office Location	China
Factory Name:	Kadena Sportswear Ltd.
Country	Bangladesh
Product Categories:	Shell
Production Capacity:	460,000 p/cm
Total Employees:	5,000-7,500
Length of Relationship:	3 years
Open Supply Hub ID:	BD2020021GEZZ3C

NUSOURCING:

Supplier:	Nu Sourcing
Head Office Location	U. K
Factory Name:	Liz Fashion Industry Ltd
Country	Bangladesh
Product Categories:	Technical Jersey wear, Fleece
Production Capacity:	13,000,000
Total Employees:	7,500-10,000
Length of Relationship:	4 years
Open Supply Hub ID:	BD2019084FSJM4G

OD PARK:

Supplier:	OD Park
Head Office Location	South Korea
Factory Name:	OD
Country	Vietnam
Product Categories:	Backpacks
Production Capacity:	70,000 p/cm
Total Employees:	500-1,000
Length of Relationship:	14 years
Open Supply Hub ID:	BD2019084FSJM4G

PALACE:

Supplier:	Palace Group
Head Office Location:	China
Factory One Name:	CPCG International Co. Ltd.
Country	Cambodia
Product Categories:	Accessories
Production Capacity:	130,000 pairs p/cm
Total Employees:	1,000-1,500
Length of Relationship:	7 years
Open Supply Hub ID:	KH2019083M1M28X
Factory Two Name:	Hung Way Co., Ltd.
Country	Vietnam
Product Categories:	Waterproof Accessories
Production Capacity:	100,000 pairs p/cm
Total Employees:	1,000-1,500
Length of Relationship:	7 years
Open Supply Hub ID:	VN2019083YW6MZE

PAN BROTHERS:

Supplier:	PT Pan Brothers Tbk (PBRX)
Head Office Location	Indonesia
Factory Name:	PT Pancaprima Ekabrothers
Country	Indonesia
Product Categories:	Insulation, Fleece
Production Capacity:	250,000
Total Employees:	2,500-5,000
Length of Relationship:	3 years
Open Supply Hub ID:	ID2019087V0KQ8N
Note:	Agreed factory exit in Q3 of FY25 due to production location consolidation. They will not be included in our FY26 report

SPECTRE:

Supplier:	Spectre Garment Technologies
Head Office Location:	Denmark
Factory One Name:	Spectre Garment Technologies - Nam Dinh
Country	Vietnam
Product Categories:	Technical Base Layer, Fleece, Synthetic Insulation
Production Capacity:	76,863 p/cm
Total Employees:	1,000-1,500
Length of Relationship:	9 years
Open Supply Hub ID:	VN20193458G3ZB1
Factory Two Name:	Spectre Garment Technologies - An Giang
Country	Vietnam
Product Categories:	Technical Base Layer, Fleece, Synthetic Insulation
Production Capacity:	120,000 p/cm
Total Employees:	500-1,000
Length of Relationship:	3 years
Open Supply Hub ID:	VN2022230RST7DE
Factory Three Name:	Spectre Garment Technologies - Thai Binh
Country	Vietnam
Product Categories:	Technical Base Layer, Fleece, Synthetic Insulation
Production Capacity:	108,000 p/cm
Total Employees:	500-1,000
Length of Relationship:	3 years
Open Supply Hub ID:	VN20212885NH8Q5

TAH HSIN:

Supplier:	Tah Hsin
Head Office Location	Taiwan
Factory Name:	Tah Viet Co., Ltd
Country	Vietnam
Product Categories:	Wind shell
Production Capacity:	30,000 p/cm
Total Employees:	250-500
Length of Relationship:	2 years
Open Supply Hub ID:	VN20220802PV7N1

TSENG:

Supplier:	Tseng Ltd.
Head Office Location:	Taiwan
Factory One Name:	Windara International Co., Ltd
Country	Cambodia
Product Categories:	Down & Synthetic Insulation
Production Capacity:	41,000 p/cm
Total Employees:	500-1,000
Length of Relationship:	9 years
Open Supply Hub ID:	KH20222804D07NG
Factory Two Name:	Jiujiang Zhanda Clothing Ltd
Country	China
Product Categories:	Down & Synthetic Insulation
Production Capacity:	23,000 p/cm
Total Employees:	100-250
Length of Relationship:	14 years
Open Supply Hub ID:	CN2023226NE3ZFP

YOUNGONE CORPORATION:

Supplier:	YoungOne Corporation
Head Office Location	South Korea
Factory Name:	Karnaphuli Sportswear Inds. Ltd (KSL).
Country	Bangladesh
Product Categories:	Shell, Down & Synthetic Insulation
Production Capacity:	350,000 p/cm
Total Employees:	5,000-7,500
Length of Relationship:	1 year
Open Supply Hub ID:	BD2021144DFW95T

YOUNGTECH ASIA:

Supplier:	Youngtech Asia
Head Office Location	China
Factory Name:	Youngtech Vietnam Co Ltd
Country	Vietnam
Product Categories:	Accessories
Production Capacity:	150,000 p/cm
Total Employees:	500-1,000
Length of Relationship:	8 years
Open Supply Hub ID:	VN2023097BR18PX

VIVA CORPORATION:

Supplier:	Viva Corporation
Head Office Location	South Korea
Factory Name:	Viva Vina Co. Ltd.
Country	Vietnam
Product Categories:	Backpacks
Production Capacity:	35,000 p/cm
Total Employees:	250-500
Length of Relationship:	8 years
Open Supply Hub ID:	VN202113822XN7J



SUPPLIER RISK ASSESSMENTS AND REMEDIATION

BANGLADESH | Country Risk Level: 73%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment
60%	70%	70%	70%	80%	70%	80%	80%

The main risks identified in the Bangladesh RMG sector are:

- Structural, fire and electrical safety is still an issue (particularly in older, poorly retrofitted floors or buildings and in hidden subcontracted facilities). Slow remediation on some findings highlighted by the International Accord/RSC where factories are monitored.
- Low level minimum wages often fall at or below poverty levels, certainly far below living wage estimates. Wage negotiations include employers advocating for cheap labour to protect business interests.
- Delayed wage and bonus payments are not uncommon around national holidays such as Eid-al-Fitr or Eid-al-Adha.
- Overtime work with a fear of termination upon refusal (an indirect indicator of forced labour) is an issue. Overtime is often not announced in advance and often exceeds legal maximums. Workers do not always receive 1 day off in 7.
- Children as young as 12 are permitted to engage in ‘light work’ – BGMEA suggestions that child labour was eliminated in export-orientated factories likely excludes small enterprises, subcontracted factories or home-based work. Age verification systems are sometimes lacking.
- High production targets
- Poor record keeping
- Gender based violence and harassment with poor understanding of what might constitute GBVH amongst perpetrators and victims.
- Low female participation in leadership roles
- Limited Freedom of Association, with low levels of female participation and few observed CBAs.
- Worker gradings are not always accurately documented or updated as required when workers should be promoted, particularly in the case of apprentices.

BANGLADESH FACTORY 1 | Factory Performance Score: 34%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 3897 M (51.6%) : 3657 F (48.4%)
Senior Roles: 934 M (91%) : 88 F (9%)
Trade Union: N
Worker Committee/s: Y: Participation Committee, Safety Committee,
Representation: 8 M (36.4%) : 14 F (63.6%)

Wage Levels:

Basic		With Bonuses	
Lowest Wage in Factory:	M: BDT 12,800 F: BDT 12,800	Lowest Wage in Factory:	M: BDT 13,560 F: BDT 13,560
Average Wage in Factory:	M: BDT 14,940 F: BDT 15,011	Average Wage in Factory:	M: BDT 15,700 F: BDT 15,771
Highest Wage in Factory:	M: BDT 17,500 F: BDT 18,740	Highest Wage in Factory:	M: BDT 20,260 F: BDT 19,500

Note: The legal minimum wage in Bangladesh is BDT 12,500, or BDT 12,800 in Economic Processing Zones (EPZ). The Industry We Want estimates a Bangladesh Living Wage between BDT 21,343 and BDT 53,829.

AUDITS:

Fair Wear Full Assessment: November 2024
Fair Wear Verification Audit: September 2023
Fair Wear Monitoring Audit: August 2022

COMPLAINTS

There was one complaint made to Fair Wear’s mechanism in FY25.

COMPLAINT #1

Date Received: October 2023 **STATUS:** Resolved

A worker complained that they did not receive their entitled incremental salary increase. The member brands contacted the factory who stated that increments are paid according to law and it was possible that the complainant was office staff who, according to EPZ regulations, are not entitled to the increment. The factory requested further information to be able to thoroughly investigate the complaint. During Fair Wear’s follow up with the complainant, it was found that the increment was paid from October 2024. The complainant indicated they had not contacted Fair Wear to say the issue was resolved because they believed there was some pressure on them from top management. The complaint is resolved to the satisfaction of the worker. Wage levels can be further verified at a planned modular assessment in FY26.

There was one other complaint which remained open in FY25:

COMPLAINT #2

Date Received: December 2023 (FY24) **STATUS:** Closed

A complaint was made by a complainant group that the quality inspector of their line was rude and abusive towards female workers. Many female workers purportedly left their employment at the factory due to this person’s behaviour. It was also suggested that the QI bribed some supervisors to overlook their behaviour. Initial investigation by the factory did not find any witnesses to this behaviour however a complaint was afterwards made through the factory’s internal grievance mechanism prompting a second investigation whereby the allegations proved to be true. The disciplinary action against the QI was suspension. This complaint was marked as closed in February 2025 (FY26) as Fair Wear lost contact with the complainants.

SUPPLIER RISK ASSESSMENTS AND REMEDIATION:

During the latest FW Assessment, there was some miscommunication around wage and working hour verification meaning that the factory potentially scored lower than they otherwise might have in these areas. A modular assessment covering both is scheduled in FY26. Worker designations (and thus wage levels) and excessive overtime have been issues flagged at this facility previously. The factory submits working hours data and we can see periods where there is a concerted effort to reduce excessive hours. However these efforts were impacted by outside factors including the political protests in Bangladesh in summer 2024. The factory is monitored by the RSC-in FY24, they were escalated due to outstanding remediation on their long term corrective action plan, in FY25, due to their efforts they have been de-escalated. We were able to improve their score for safe working conditions from last year.

BANGLADESH FACTORY 2 | Factory Performance Score: 70%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number Of Workers:	1213 M (15.5%) : 6625 F (84.5%)
Senior Roles:	1589 M (91.4%) : 149 F (8.6%)
Trade Union:	N
Worker Committee/s:	Y: Participation Committee, Safety Committee, Anti-Harassment Committee.
Representation:	5 M (25%) : 15 F (75%)

Wage Levels:	
Basic	With Bonuses
Lowest Wage in Factory:	M: BDT 12,500 F: BDT 12,500
Average Wage in Factory:	M: BDT 13,668 F: BDT 13,668
Highest Wage in Factory:	M: BDT 15,657 F: BDT 15,657

Note: The legal minimum wage in Bangladesh is BDT 12,500, or BDT 12,800 in Economic Processing Zones (EPZ). The Industry We Want estimates a Bangladesh Living Wage between BDT 21,343 and BDT 53,829.

AUDITS:

- Fair Wear Monitoring Audit – June 2023
- Amfori BSCI Audi – November 2021

COMPLAINTS

There were no complaints made to Fair Wear’s mechanism in FY25.

SUPPLIER RISK ASSESSMENTS AND REMEDIATION:

This supplier continues to have good policies an procedures in place. They fully recognise their deficiency in female representation in senior or supervisory roles but this is understood to be cultural rather than discriminatory. They are willing to participate and invest in training to empower their female workers, and we are looking at opportunities for this together. The factory conducted a wage survey in FY25 and have shown a willingness to work on living wage projects so they are meeting our expectations on this topic. The lowest scoring area is around reasonable working hours, it is found that workers regularly work more than 2-3 hours overtime in one day- this is something the factory have been working on but as yet no tangible results are noticed. Communication from this factory is excellent. They continue to be monitored by the RSC (under the International Accord agreement) and are active in remediation and training requirements.

BANGLADESH FACTORY 3 | Factory Performance Score: 52%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 2926 M (39.1%) : 4563 F (60.9%)
Senior Roles: 968 M (72.8%) : 361 F (27.2%)
Trade Union: N
Worker Committee/s: Y:
Participation Committee, Safety Committee, Anti-Harassment Committee.
Representation: 1 M (12.5%) : 7 F (87.5%)

Wage Levels:	
Basic	
Lowest Wage in Factory:	M: BDT 12,800 F: BDT 12,800
Average Wage in Factory:	M: BDT 18,485 F: BDT 17,678
Highest Wage in Factory:	M: BDT 51,046 F: BDT 41,235

Note: The legal minimum wage in Bangladesh is BDT 12,500, or BDT 12,800 in Economic Processing Zones (EPZ). The Industry We Want estimates a Bangladesh Living Wage between BDT 21,343 and BDT 53,829.

AUDITS:
We have not initiated any audits with this facility yet.

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
This factory is very considered in their actions and responses so while their risk assessment score is middling, we expect continual improvement to the scores. Their communication level is good, and we have arranged to proceed with some training at this factory in FY26. The country level risks are directly impacting on FOA, wages, working hours, and safety in the case of this factory; the factory is compliant with the law but has not yet shared any longer term improvement plans or schemes. They are proactive in responding to the RSC for workplace health and safety.



VIETNAM | Country Risk Level: 69%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment
60%	80%	70%	70%	70%	80%	60%	60%

The main risks identified in the Vietnam garment sector are:

- While cases of proven forced labour are rare, aspects of forced overtime and restriction of movement (such as restricted toilet access) are more common findings.
- There is some risk of child labour in Vietnam, and children between 13 and 15 years are legally permitted to engage in ‘light work’ with a contact also signed by their legal representative.
- There are often wildcat strikes not initiated by Trade Unions, indicating that workers do not feel adequately represented.
- While the National Wage Council considers the living cost proposals, it often sets wages lower to lessen the burden on enterprises.
- Often, senior management are found to be serving as union leaders or chairpersons allowing for company manipulation of union activity.
- Piece Rate employment is not uncommon, making accurate wage payments difficult to calculate- many piece rate workers are underpaid.
- In general, it is found that workers are unable to form their own, independent unions.
- There were many complaints linking to severance payments and to social security insurance requirements, sometimes workers are employed on incorrect contract types allowing for avoidance of social insurance payments.
- Though equal by law, women often face gender-based discrimination and it is thought that harassment is more widespread than commonly acknowledged. There are barriers to women’s access to resources and training which would enable career progression.
- Excessive overtime is a common finding in Vietnam, usually coupled with double bookkeeping or poor record keeping.
- There are cases of discrimination during pregnancy leading to either a ‘motherhood penalty’ or termination of employment.

VIETNAM FACTORY 1 | Factory Performance Score: 81%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 458 M (33.5%) : 909 F (66.5%)
Senior Roles: 10 M (62.5%) : 6 F (37.5%)
Trade Union: Y
Worker Committee/s: Y: Safety Committee
Representation: 0 M (0%) : 3 F (100%)

Wage Levels:					
Basic			With Bonuses		
Lowest Wage in Factory:		M: VND 4,020,000 F: VND 4,020,000	Lowest Wage in Factory:		M: VND 4,055,700 F: VND 4,080,825
Average Wage in Factory:		M: VND 4,605,000 F: VND 4,605,000	Average Wage in Factory:		M: VND 6,709,191 F: VND 6,723,125
Highest Wage in Factory:		M: VND 7,000,000 F: VND 6,000,000	Highest Wage in Factory:		M: VND 11,472,869 F: VND 12,083,785

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 3** where the minimum wage level is **VND 3,860,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:
FLA ASSESSMENT: July 2024
SA8000: September 2023

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
This factory has requested to submit alternative audit reports to reduce audit fatigue which we have accepted as these are verified and include worker interviews. This factory performs very well in terms of risk mitigation and prevention of harm, which is reflected in the scoring, so we have had no immediate concerns to initiate a Fair Wear or other assessment. There is a living wage policy in place and the factory would exceed expectations in this respect if one audit remediation point could be verified.

VIETNAM FACTORY 2 | Factory Performance Score: 88%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 292 M (27.7%) : 762 F (72.3%)
Senior Roles: 15 M (39.5%) : 23 F (60.5%)
Trade Union: Y
Worker Committee/s: Y: Safety Committee
Representation: 0 M (0%) : 2 F (100%)

Wage Levels:	
Basic	With Bonuses
Lowest Wage in Factory: M: VND 4,410,000 F: VND 4,410,000	Lowest Wage in Factory: M: VND 5,608,900 F: VND 6,105,152
Average Wage in Factory: M: VND 4,954,600 F: VND 4,954,600	Average Wage in Factory: M: VND 8,902,409 F: VND 8,426,547
Highest Wage in Factory: M: VND 10,000,000 F: VND 7,500,000	Highest Wage in Factory: M: VND 19,184,325 F: VND 18,007,100

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 2** where the minimum wage level is **VND 4,410,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:
Fair Wear Verification Audit: September 2022

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
This factory has been very proactive in remediating on issues found previously in Fair Wear assessments and on complaints previously made through the Fair Wear mechanism. They have good policies and practices in place which they have strengthened in relation to the CoLPs, including a living wage policy.

VIETNAM FACTORY 3 | Factory Performance Score: 88%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 223 M (30.1%) : 519 F (72.3%)
Senior Roles: 6 M (60%) : 4 F (40%)
Trade Union: Y
Worker Committee/s: Y: Safety Committee
Representation: 0 M (0%) : 2 F (100%)

Wage Levels:	
Basic	With Bonuses
Lowest Wage in Factory: M: VND 4,160,000 F: VND 4,160,000	Lowest Wage in Factory: M: VND 5,750,720 F: VND 5,903,946
Average Wage in Factory: M: VND 4,605,000 F: VND 4,605,000	Average Wage in Factory: M: VND 8,377,250 F: VND 8,076,374
Highest Wage in Factory: M: VND 6,800,000 F: VND 9,000,000	Highest Wage in Factory: M: VND 15,102,563 F: VND 18,284,177

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 4** where the minimum wage level is **VND 3,450,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:
Fair Wear Monitoring Audit: August 2022

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
This factory produces a limited volume of Montane product and as we continue to work with the intermediary head office to consolidate our orders into fewer production sites, this factory will eventually no longer be a production site for us. As capacity is managed by the head office, we have no concerns that there will be detrimental impact from our production moving away from the factory. It should be noted that Montane were not disclosing this factory at the time of the audit so we do not have visibility of the reports – details and CAPs have been shared and we have been able to use this information to form the risk assessment scores. The main area of concern is around working hours. Factory policies and practices are in line with head office requirements which are good.

VIETNAM FACTORY 4 | Factory Performance Score: 88%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 58 M (15.7%) : 311 F (84.3%)
Senior Roles: 2 M (16.7%) : 10 F (83.3%)
Trade Union: Y
Worker Committee/s: N
Representation: 1 M (20%) : 4 F (80%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: VND 4,960,000 F: VND 4,960,000	Lowest Wage in Factory:	M: VND 5,290,000 F: VND 5,060,000
Average Wage in Factory:	M: Not available F: Not available	Average Wage in Factory:	M: Not available F: Not available
Highest Wage in Factory:	M: VND 16,800,000 F: VND 20,600,000	Highest Wage in Factory:	M: VND 20,400,000 F: VND 29,650,000

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 1** where the minimum wage level is **VND 4,960,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:
Fair Wear Monitoring Audit: March 2023

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

One complaint was resolved in the previous reporting period (FY24). This related to payment of severance allowances- the workers we recompensed accordingly and this was verified by Fair Wear. The factory made efforts to improve their payments system and to improve their internal grievance mechanism. There have been no further issues raised about this in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
The factory proactively works on CSR topics and communicates with Fair Wear member brands present in the factory. While they do not share the most common wage level with us, the Fair Wear assessment found that most basic wages are higher than the lowest wage. The factory also pays bonuses and allowances, offers a free lunch to workers and overtime is paid at a premium. The previous complaint around severance payments was successfully remediated on with no further issues raised. The factory continue to be receptive to working on living wage topics with the Fair Wear brands. They have also participated in training on social dialogue previously with the feedback that communication between management and workers is improved, this has helped improve the FOA score.

VIETNAM FACTORY 5 | Factory Performance Score: 66%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 96 M (13.4%) : 622 F (86.6%)
Senior Roles: 9 M (14.8%) : 52 F (85.2%)
Trade Union: Y
Worker Committee/s: Y: Safety Committee
Representation: 3 M (27.3%) : 8 F (72.7%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: VND 4,631,000 F: VND 4,631,000	Lowest Wage in Factory:	M: VND 8,000,000 F: VND 8,000,000
Average Wage in Factory:	M: VND 4,900,000 F: VND 5,150,000	Average Wage in Factory:	M: VND 9,300,000 F: VND 9,600,000
Highest Wage in Factory:	M: VND 6,210,000 F: VND 6,210,000	Highest Wage in Factory:	M: VND 17,000,000 F: VND 18,000,000

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 2** where the minimum wage level is **VND 4,410,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:
Fair Wear Monitoring Audit: October 2020

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
This factory had remediated on all previous findings and maintains a good level of communication with us on the CSR topics. Due to the high level of thorough remediation at the last audit, we have considered this factory lower risk. As the previous findings were focused around wage and working hour data, we are discussing the potential for a modular assessment on these topics in FY26. Since that audit, the factory have begun to submit gender disaggregated wage levels and we have noted that the lowest basic wage is consistently above minimum wage for the local area.

VIETNAM FACTORY 6 | Factory Performance Score: 60%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 157 M (26.4%) : 437 F (73.6%)
Senior Roles: 21 M (84%) : 4 F (16%)
Trade Union: Y
Worker Committee/s: Y: Gender-based Committee (25% M, 75% F)
Representation: 1 M (20%) : 4 F (80%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: VND 5,000,000 F: VND 5,000,000	Lowest Wage in Factory:	M: VND 7,000,000 F: VND 7,000,000
Average Wage in Factory:	M: VND 8,000,000 F: VND 8,000,000	Average Wage in Factory:	M: VND 10,000,000 F: VND 10,000,000
Highest Wage in Factory:	M: VND 18,000,000 F: VND 18,000,000	Highest Wage in Factory:	M: VND 20,000,000 F: VND 20,000,000

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 4** where the minimum wage level is **VND 3,450,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:
Fair Wear Monitoring Audit: September 2023

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
The average wages at the facility are within living wage estimates and the payments of bonuses and allowances were highlighted as good practice by Fair Wear during the 2023 assessment, although Fair Wear also explained that they could not generate a reliable wage ladder. The factory worked on remediating the issues found in the assessment. The factory has not submitted any working hour information which we use to support our purchasing practices, this coupled with some audit findings mean the score for that topic falls below expectations.

VIETNAM FACTORY 7 | Factory Performance Score: 71%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 286 M (24.6%) : 877 F (75.4%)
Senior Roles: 60 M (41.6%) : 84 F (58.4%)
Trade Union: Y
Worker Committee/s: Y: Safety Committee
Representation: 9 M (52.9%) : 8 F (47.1%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: VND 5,208,000 F: VND 5,208,000	Lowest Wage in Factory:	M: VND 5,986,000 F: VND 5,986,000
Average Wage in Factory:	M: Not available F: Not available	Average Wage in Factory:	M: Not available F: Not available
Highest Wage in Factory:	M: VND 8,279,470 F: VND 8,154,940	Highest Wage in Factory:	M: VND 9,109,470 F: VND 9,036,940

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 1** where the minimum wage level is **VND 4,960,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:
Fair Wear Full Assessment: September 2024

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
The factory has good policies and procedures in place. There is most scope for improvement in the Freedom of Association topic: workers were not aware of the social dialogue activities at the factory and none of the Trade Union board members were employed at worker level meaning workers are not adequately represented in the Union. While the factory does not pay workers a living wage, the basic wage levels are higher than the regional minimum and additional bonuses and allowances are paid on top of this. Factory communication is good.

VIETNAM FACTORY 8 | Factory Performance Score: 26%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers:	110 M (15.8%)	:	588 F (84.2%)
Senior Roles:	4 M (44.4%)	:	5 F (56.6%)
Trade Union:	Y		
Worker Committee/s:	Y: Internal Complaints Committee (20% M, 80% F), Safety Committee		
Representation:	0 M (0%)	:	14 F (100%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: VND 5,308,000 F: VND 5,308,000	Lowest Wage in Factory:	M: VND 5,758,000 F: VND 5,758,000
Average Wage in Factory:	M: VND 5,308,000 F: VND 5,308,000	Average Wage in Factory:	M: VND 5,758,000 F: VND 5,758,000
Highest Wage in Factory:	M: VND 6,950,000 F: VND 6,950,000	Highest Wage in Factory:	M: VND 7,600,000 F: VND 7,600,000

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 1** where the minimum wage level is **VND 4,960,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:
Fair Wear Monitoring Audit: September 2023

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
In general we find communication from the factory to be poor on CSR related topics. This is reflective of the 2023 audit where it was noted that the factory also did not have good communication with their workers. In collaboration with another Fair Wear member brand, we have offered Fair Wear’s training module on Communication to the factory to help improve this but have received no response. There were assessment findings against all of the code of labour practices and to date no sufficient data about remedial actions- the factory may have taken satisfactory action but they have not yet communicated it to us, or the other member brand. Our production volume at this factory is low which we recognise as a potential reason for lack of priority in the responses but believe that the topics are important to continue pushing for improvement. The other member brand is due to visit the factory and will include the assessment report and training offer as part of their agenda. We hope that this in person discussion will help to highlight the importance of transparency around social topics and see improvements in communication. The factory have received their scores and feedback but we did not receive any response from them and until we have further communication, we cannot work on improving the scores.

VIETNAM FACTORY 9 | Factory Performance Score: 82%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers:	42 M (6.2%)	:	637 F (93.8%)
Senior Roles:	11 M (32.4%)	:	23 F (67.6%)
Trade Union:	Y		
Worker Committee/s:	Y: Safety Committee		
Representation:	1 M (16.7%)	:	5 F (83.3%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: VND 4,631,000 F: VND 4,631,000	Lowest Wage in Factory:	M: VND 7,100,000 F: VND 6,700,000
Average Wage in Factory:	M: VND 4,960,000 F: VND 4,960,000	Average Wage in Factory:	M: VND 9,600,000 F: VND 10,100,000
Highest Wage in Factory:	M: VND 7,100,000 F: VND 7,100,000	Highest Wage in Factory:	M: VND 15,800,000 F: VND 20,400,000

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 2** where the minimum wage level is **VND 4,410,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:
Sumations Audit: April 2022

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
This factory performs well across most of the CoLPs. The factory pays above minimum wage levels for the region and according to the information they provide, when bonuses and allowances are considered, the pay is in line with living wage estimates. This has not yet been verified but it was not flagged in the audit as an issue. The factory have not yet confirmed about the remediation status on some of the health and safety issues but the majority have been improved upon. In general the factory has good communication with us on all topics and has previously completed Fair Wear training

VIETNAM FACTORY 10 | Factory Performance Score: 85%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 61 M (20.6%) : 235 F (79.4%)
Senior Roles: 10 M (38.5%) : 16 F (61.5%)
Trade Union: Y
Worker Committee/s: Y: Gender-based Committee (1 M, 3 F)
Representation: 5 M (55.6%) : 4 F (44%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: VND 5,525,000	Lowest Wage in Factory:	M: VND 6,295,000
	F: VND 5,525,000		F: VND 6,295,000
Average Wage in Factory:	M: VND 6,309,000	Average Wage in Factory:	M: VND 7,079,000
	F: VND 6,309,000		F: VND 7,079,000
Highest Wage in Factory:	M: VND 7,218,000	Highest Wage in Factory:	M: VND 7,988,000
	F: VND 7,218,000		F: VND 7,988,000

Note: There are 4 regions in Vietnam and each region has a different minimum wage level: R1 is the most urban designation while R4 is the most rural designation. This factory is **Region 1** where the minimum wage level is **VND 4,960,000** (effective July 2024). The Industry We Want estimates a Vietnam Living Wage between **VND 7,903,206** and **VND 12,453,836**.

AUDITS:

Fair Wear Monitoring Audit: March 2023

COMPLAINTS:

There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:

This factory is owned by a supplier with whom we have a long term relationship. They were keen to take on an assessment at the beginning of the relationship with the new site and work on issues. There were not many issues found during the assessment and these were all remediated on swiftly and efficiently. The factory do not pay a living wage though the lowest basic wage does exceed the minimum legal wage for the region. We have not yet had living wage discussions with the supplier. There is excellent communication on all salient issues both internally with their workers, and externally with us.



INDIA | Country Risk Level: 79%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment
80%	80%	70%	80%	80%	80%	80%	80%

The main risks identified in the Indian garment sector are:

- Forced labour issues are generally rare across the whole country, but within Tirupur there is some risk to women under the Sumangali system, which affects girls between ages 15 and 18 and often pays below minimum wage levels.
- Additionally, migrant workers, and particularly Dalit women are at risk of restriction of movement through confinement to the workplace and to the hostel or dormitory. Forced overtime is not uncommon.
- Child labour outside of the Sumangali system is also a risk- at the 2011 census it was estimated that over 10 million children between 5 and 14 were working. Around 80% of female workers in textile mills are below 18 years of age.
- Unionisation is very low and where they exist members and officials face intimidation and other tactics which undermine trade union activities. Female participation is even lower.
- Women often experience a motherhood penalty after having children and they often face dismissal when pregnant, or when aged over 35 years when it is considered they are less able to meet targets.
- In general, there is a lack of career opportunities and promotion for women, and women tend to be educated to a lower level, often remaining illiterate.
- Gender based violence and harassment is prevalent in the highly patriarchal culture in India where the belief in men’s dominance over women is the social norm. It is estimated that around 99% of sexual violence cases remain unreported.
- Workers in Tirupur are paid a poverty wage, especially in comparison to living wage estimates. Allowances, bonuses and/or social security benefits are not always paid as required, overtime premiums and statutory leaves are not always paid as required.
- Working weeks often exceed 60 hours, with some cases of 96-hour weeks being recorded. This adds risks to women who are also responsible for domestic tasks at home.
- While India also experiences regular health and safety issues in the workplace, there is a high likelihood of verbal and physical violence as well as health problems linked to long working hours and restricted bathroom breaks.
- Migrant workers speak a variety of languages and sometimes workers sign contracts that they do not understand.
- Women workers are the first to have work contracts terminated during the low season, affecting loyalty gratuities etc.
- In Tirupur, most of the garment industry is informal, with only around 20% of the workforce having permanent contracts – in some cases up to 90% of workers can be employed as piece rate workers.

INDIA FACTORY 1 | Factory Performance Score: 85%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 64 M (43.5%) : 83 F (56.5%)
Senior Roles: 9 M (69.2%) : 4 F (30.8%)
Trade Union: N
Worker Committee/s: Y: Workforce Committee, Women’s Safety Committee, Health & Safety Committee, Grievance Committee, Environmental Committee.
Representation: 2 M (50%) : 2 F (50%)

Wage Levels:

Lowest Wage in Factory:	M: INR 350 F: INR 350
Average Wage in Factory:	M: INR 1,000 F: INR 370
Highest Wage in Factory:	M: INR 1,000 F: INR 1,000

Note: Data for worker numbers and wage levels is from October 2023. Our responsible exit was complete before the data collection period in 2024. It is therefore unclear whether the wage level includes bonuses and allowances. The wage levels are provided for the factory day rates, in line with how legal minimum wages are stipulated. The current minimum wage levels came into effect from April 1 2025. The Industry We Want estimates an Indian Living Wage between **INR 16,023** and **INR 34,170**.

AUDITS:

Fair Wear Monitoring Audit: March 2022

COMPLAINTS:

There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:

In order to consolidate our production locations according to our sourcing strategy, we unfortunately made the decision to exit our only supplier in India- this was not indicative of poor social compliance performance. The factory was proactive and responsive on CSR topics and remediated on the Fair Wear assessment quickly, and participated in Gender Based Violence and Harassment training.

INDONESIA | Country Risk Level: 68%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment
60%	70%	70%	50%	80%	70%	70%	70%

The main risks identified in the Indonesian garment sector are:

- The Job Creation Law of 2020 reduced existing worker protections.
 - Forced labour is not a prevalent issue but Trade Unions advise that there is always some possibility in the sector so it should be acknowledged as a risk.
 - There are no widely reported cases of discrimination and the law is designed to allow equal opportunities though in reality the support systems which would enable female opportunities are not available. The lack of systems means that women are underrepresented and may not chose to engage in paid employment. Though illegal, there are reports of some women having their work contract terminated due to pregnancy.
 - The Job Creation Law removed provision for decent living wage criteria. It also allowed small and micro enterprises to be exempt from paying minimum wage levels which are set at low levels already. The latest formula for minimum wage increase calculations determined a significantly lower wage increase than previously.
- While working hours are formally capped, it is noted that excessive overtime is a serious problem. Workers are often happy to undertake even excessive hours when properly compensated however there are many reports that overtime is often unpaid.
 - Tier 1 health and safety is generally thought to be ok, with many tier 1 facilities having effective OSH committees and trainings, however beyond this health and safety is considered to be a serious challenge.
 - Workers on temporary contracts are not entitled to severance payments and the Job Creation Law increased the maximum duration of temporary employment contracts from 2 years to 5 years. There are also issues around subcontracting and outsourcing.

INDONESIA FACTORY 1 | Factory Performance Score: 47%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 780 M (30.8%) : 1754 F (69.2%)
Senior Roles: 127 M (29.6%) : 302 F (70.4%)
Trade Union: Y
Worker Committee/s: Y: Anti-Harassment Committee
Representation: 9 M (60%) : 6 F (40%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: IDR 4,760,290 F: IDR 4,760,290	Lowest Wage in Factory:	M: IDR 5,059,290 F: IDR 5,059,290
Average Wage in Factory:	M: IDR 4,760,290 F: IDR 4,760,290	Average Wage in Factory:	M: IDR 5,059,290 F: IDR 5,059,290
Highest Wage in Factory:	M: IDR 4,810,290 F: IDR 4,810,290	Highest Wage in Factory:	M: IDR 5,304,812 F: IDR 5,304,812

Note: The lowest regional wage on Java, Indonesia is **IDR 2,036,947**. The Industry We Want estimates an Indonesian Living Wage between **IDR 4,493,052** and **IDR 9,003,687**.

AUDITS:
3rd Party Monitoring Audit: March 2023

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
In order to consolidate our production locations according to our sourcing strategy, we unfortunately made the decision to exit our only supplier in Indonesia. This was not indicative of poor social compliance performance however the factory did decline to proceed with worker education training which would have supported alignment on the social compliance topics highlighted within the 3rd party assessment. The factory had remediated on almost all findings prior to the strategic decision to exit but these were not yet verified.

CHINA | Country Risk Level: 79%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment
90%	90%	80%	60%	80%	90%	70%	70%

The main risks identified in the Chinese garment sector are:

- While the Chinese government denies that labour transfer programs, especially in the Xinjiang Uyghur Autonomous Region, are forced labour programs, it is widely reported that the authorities there restrict the rights of Uyghur Muslims, detaining them in ‘re-education’ camps. 80% of China’s cotton comes from the Xinjiang region.
- It is noted that the smuggling of illegal workers from Vietnam, Laos and Myanmar has increased in recent years.
- Separate to the specific examples above, there are many practices noted in the garment industry that led to workers being employed in conditions similar to forced labour; including non-payment or withholding of wages and forced overtime.
- Voluntary departure and written resignation can lead to either loss of unpaid wages or dues in the case of the former, or non-forthcoming employer approval leading to prolonged employment so that shrinking workforces can be retained in the case of the latter.
- Piece rate employment is not uncommon, meaning that workers are often willing to accept excessive and forced overtime in order to increase their salaries.
- In theory, China allows for extensive trade union rights however the laws allowing them are severely undermined by the reality that all trade unions are subject to the sole trade union body: ACFTU. The ACFTU appears to work more towards maintaining social stability and harmony rather than as a representative of workers rights and interests.
- While discrimination in the workplace is prohibited by law, women tend to be found in the lowest paid positions while men occupy the higher paid roles- there is a large gender pay gap in China.
- There is discrimination against those with disabilities leading to state incentives to enterprises that hire people with disabilities.
- It has been reported that student labour through work-study programmes and apprenticeships are often a disguise for child and/or forced labour. Apprentices, though juvenile workers, were found to be working extensive overtime and working without the appropriate health checks required (16-18). Child labour (below 16) is more common during holiday periods where young people are out of school.
- Despite China having the second highest minimum wage in the region, this basic wage does not come close to covering living costs. Provinces, autonomous regions and municipalities set wage levels meaning there is a large discrepancy across China. Piece rate employment makes accurate wage calculations difficult.
- Excessive working hours were found in almost all factories, particularly during peak seasons where average daily work hours can reach 15 hours, and workers do not receive a day off. Overtime is not always noted on payslips leading to some workers not receiving salaries or premiums for overtime hours worked.
- It is noted in general that health and safety in garment and textiles workplaces have been improving in China however smaller workshops remain mostly unmonitored. Where accidents occur, they tend to be related to failure by the employers to provide basic safety equipment or training.
- Many garment sector workers are employed on fixed term contracts only and workplace trade unions have not acted to combat job insecurity.
- Many employers do not enrol their workers in the social security system. The provision of pensions and insurances is very low in the garment industry

CHINA FACTORY 1 | Factory Performance Score: 51%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 35 M (17.9%) : 160 F (82.1%)
Senior Roles: 4 M (33.3%) : 8 F (66.7%)
Trade Union: Y
Worker Committee/s: N
Representation: 4 M (16.7%) : 20 F (83.3%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: CNY 1,740 F: CNY 1,740	Lowest Wage in Factory:	M: CNY 4,000 F: CNY 3,500
Average Wage in Factory:	M: CNY 2,500 F: CNY 2,300	Average Wage in Factory:	M: CNY 5,200 F: CNY 5,000
Highest Wage in Factory:	M: CNY 5,300 F: CNY 4,600	Highest Wage in Factory:	M: CNY 7,300 F: CNY 7,000

Note: China sets minimum wages at a regional level: the minimum legal wage in the region where the factory is based is **CNY 1,740**. The Industry We Want estimates a Chinese Living Wage between **CNY 2,627** and **CNY 6,389**.

AUDITS:
Fair Wear Full Assessment: September 2024

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
In terms of communication with Montane, the factory performs very well and in general we see no issues and no complaint from the workers- the factory should also look to improve communication with workers however, as worker level understanding of their right to Freedom of Association is limited. The main area for this supplier to focus on record-keeping – there have been discrepancies in recorded working hours which can then impact on worker wage levels. The factory submits working hour information related to Montane product but as our production at this site does not utilise much available capacity, it is not representative of the full working hours and patterns.

CHINA FACTORY 2 | Factory Performance Score: 64%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 78 M (16.2%) : 403 F (83.8%)
Senior Roles: 25 M (16.9%) : 123 F (83.1%)
Trade Union: Y
Worker Committee/s: Y: OHS Committee
Representation: 5 M (14.3%) : 30 F (85.7%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: CNY 2,260	Lowest Wage in Factory:	M: CNY 2,260
	F: CNY 2,260		F: CNY 2,260
Average Wage in Factory:	M: CNY 2,260	Average Wage in Factory:	M: Not available
	F: CNY 2,260		F: Not available
Highest Wage in Factory:	M: CNY 2,260	Highest Wage in Factory:	M: CNY 10,000
	F: CNY 2,260		F: CNY 9,000

Note: China sets minimum wages at a regional level: the minimum legal wage in the region where the factory is based is **CNY 2,260**. The factory states that the average wage is dependent on piece rate bonuses so they have not provided a figure for that. The Industry We Want estimates a Chinese Living Wage between **CNY 2,627** and **CNY 6,389**.

AUDITS:
Elevate Audit: October 2023
Fair Wear Monitoring Audit: May 2021

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
This supplier mostly performs well across most of the CoLPs. The factory could work more on informing the workers about their representatives and the roles they have in dialogue. In terms of gender, the factory’s women workers are proportionately represented in senior roles and in trade union representatives. Scores for payments and working hour practices could be improved through better record keeping. The factory remediated on most the issues found in the assessment although these are not fully verified. Communication from this factory is quite slow and not particularly comprehensive, though it is appreciated that production volumes are low and the factory prioritises its customers who place more significant orders.

CHINA FACTORY 3 | Factory Performance Score: 60%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 5 M (25%) : 15 F (75%)
Senior Roles: 2 M (40%) : 3 F (60%)
Trade Union: Y
Worker Committee/s: N
Representation: 1 M (50%) : 1 F (50%)

Wage Levels:			
Basic			
Lowest Wage in Factory:	M: CNY 2,500		
	F: CNY 2,500		
Average Wage in Factory:	M: CNY 3,100		
	F: CNY 3,100		
Highest Wage in Factory:	M: CNY 4,800		
	F: CNY 4,600		

Note: China sets minimum wages at a regional level: the minimum legal wage in the region where the factory is based is **CNY 2,490**. *The factory did not submit the updated template which separated basic wages and wages including bonuses and allowances. The Industry We Want estimates a Chinese Living Wage between **CNY 2,627** and **CNY 6,389**.

AUDITS:
BSCI Monitoring Audit: July 2024 (Overview only)
BSCI Monitoring Audit: June 2020 (Overview only)

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
We produce very little with this small-scale factory so to ease the burden of auditing, we are happy to assess them based on 3rd party, verified audit data which the factory are able to share with us – in this case, the summary report of an Amfori BSCI report. The summarised findings were not inconsistent with the findings at our other Chinese production sites. The main area to focus on is production planning for reducing excessive overtime hours. Most sections score an A which is excellent but the overall factory score was a C due to the poor performance against decent working hours. The factory response to the auditor is sufficient however, the factory communication with us (even through an intermediary) is poor- as noted above they are not submitting up to date information as requested. This can be somewhat excused by the limited capacity we utilise.

CAMBODIA | Country Risk Level: 75%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment
70%	90%	60%	80%	80%	70%	70%	80%

The main risks identified in the Cambodian garment sector are:

- There is some evidence of union busting activity found at factories within the Cambodian clothing and textiles industries.
 - The draft Wage Law would undermine and potentially criminalise the work of unions, labour rights activists and civil society groups by barring peaceful demonstrations and sidelining independent unions.
 - The use of short-term contracts is common in the industry, making it easy to control and dismiss workers.
 - Unauthorised subcontracting is often used to prevent increasing costs for international buyers- subcontractor facilities are not subjected to much scrutiny and worker conditions are often worse than in the larger CMT factories with the international relationship.
- Workers are often employed on piece-rate basis which can lead to excessive working hours and inaccurate pay calculations.
 - The Global Slavery Index reports a high prevalence of modern slavery in Cambodia.
 - While figures for the garment sector were unavailable, it is noted that children in Cambodia engage in the worst forms of child labour. The sectoral level risk of child labour is also high.
 - Discrimination against women and LGBTQ persons is fairly common in Cambodia.
 - Many Cambodian garment factories do not comply with health and safety requirements. Workers are affected by malnutrition, long working hours, poor ventilation, and heat exhaustion.

CAMBODIA FACTORY 1 | Factory Performance Score: 73%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers:

173 M (19.2%) : 728 F (80.8%)

Senior Roles:

9 M (52.9%) : 8 F (47.1%)

Trade Union:

Y

Worker Committee/s:

Y: OSH Committee

Representation:

8 M (16.7%) : 10 F (83.3%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: USD 202	Lowest Wage in Factory:	M: USD 220
	F: USD 202		F: USD 220
Average Wage in Factory:	M: USD 204	Average Wage in Factory:	M: USD 240
	F: USD 204		F: USD 240
Highest Wage in Factory:	M: USD 210	Highest Wage in Factory:	M: USD 310
	F: USD 210		F: USD 320

Note: Factory wage data submitted in October 2024, lowest factory wage is in line with the legal minimum wage for probationary workers, legal minimum wage after probation was set at USD 204. The Industry We Want estimates a Cambodian Living Wage between **USD 394** and **USD 652**.

AUDITS:

3rd Party Monitoring Audit: August 2022

COMPLAINTS:

There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:

We have a good long term relationship with this factory and the head office. The findings from the assessment were all remediated on within 12 months but have not yet been validated, we will look to do this in FY26. Those findings were primarily around health and safety issues. Communication is excellent, the factory is willing to work on all topics.

CAMBODIA FACTORY 2 | Factory Performance Score: 73%

Employment is Freely Chosen	Freedom of Association	No Discrimination in Employment	No Exploitation of Child Labour	Payment of a Living Wage	Reasonable Hours of Work	Safe & Healthy Working Conditions	Legally Binding Employment	Communication

Number of Workers: 103 M (9.1%) : 1034 F (90.9%)
Senior Roles: 32 M (32.7%) : 66 F (67.3%)
Trade Union: Y
Worker Committee/s: Y: Gender-based Committee (10% M, 90% F)
Representation: 2 M (6.3%) : 30 F (93.7%)

Wage Levels:			
Basic		With Bonuses	
Lowest Wage in Factory:	M: USD 206	Lowest Wage in Factory:	M: USD 236
	F: USD 206		F: USD 236
Average Wage in Factory:	M: USD 206	Average Wage in Factory:	M: USD 236
	F: USD 206		F: USD 236
Highest Wage in Factory:	M: USD 226	Highest Wage in Factory:	M: USD 246
	F: USD 226		F: USD 246

Note: The Industry We Want estimates a Cambodian Living Wage between **USD 394** and **USD 652**.

AUDITS:
3rd Party Monitoring Audit: September 2023

COMPLAINTS:
There were no complaints made through the Fair Wear grievance mechanism in FY25.

SUPPLIER RISK ASSESSMENT & REMEDIATION:
We have continued to monitor this factory following the September 2023 audit- there was a concern around a temporary suspension of half the workforce linked to a lack of orders. The factory had complied with legal requirements around this action and the situation has since stabilised since workers were reinstated when new orders were received. To avoid undue financial stress, remedial action has been slow, but the factory continues to be willing to make improvements. The communication is excellent.



TRANSPARENCY

FACTORY DISCLOSURE

In addition to sharing details within this report, we are disclosing our production locations in three ways:

THROUGH FAIR WEAR:

You can read about Fair Wear’s transparency expectations [here](#).

We have permission from all our CMT production locations to disclose them as a manufacturer of Montane products. This means that Fair Wear can share the factories we are working in with other member brands, making collaboration a much smoother process. We are also able to disclose the process subcontractors our factories are working with.

ON THE OPEN SUPPLY HUB:

We share a public list of our CMT production locations on the Open Supply Hub website. You can access our list [here](#). The Open Supply Hub ID helps to ensure that the factory can be easily identified regardless of small discrepancies in the name or address. By disclosing on Open Supply Hub, we hope to welcome collaborations with other brands who can see we share production locations with them, and we hope to make it easy for NGO’s and other MSI’s to be able to reach out if they have anything to discuss or collaborate on at those locations.

ON OUR WEBSITE:

You can see the production locations on an imbedded map which is within the ethical trading pillar of the ‘Our Responsibility’ section of the [website](#).



FACTORY COMMUNICATION

We are also working to be more transparent when working directly with our suppliers and factories.



SUPPLIER GRADING:

We are continuously working on our risk assessment and risk-management. We do this by grading supplier performance and sharing the scores for each production location with them, alongside the rationale behind the scoring and a suggested action that we think could help to improve how we collaborate.

OPEN DIALOGUES:

In support of the supplier performance grading, we welcome input from our suppliers on how we are doing. We developed a series of questions to help give criteria to aid in consistent feedback on our own performance. FY25 saw us receive the first round of feedback and we are working on an internal corrective action plan so that we can focus on making improvements to our practices. We reiterate that there is no negative consequence to the suppliers, and while we encourage open dialogue, we have made the survey anonymous to reassure them of this. We will conduct this survey annually to monitor improvements.

WEB REPORTING:

We also want to be transparent about our activities with our customers.

WEB PAGE: [FURTHER.FOREVER.](#)

Montane’s website has a FURTHER.FOREVER hub which highlights the topics we are focused on. This is divided into four guiding pillars:

- Built to Last
- Ethical Trading
- Commitment
- Responsible Choices

The Ethical Trading pillar is most relevant to this report. In this section our consumers can learn about our Fair Wear Foundation membership, our manufacturing partners, access the published Social Reports and Brand Performance Checks, read up on our agreement with the International Accord, and on our participation in the Employment Injury Scheme in Bangladesh.

BLOG POSTS:

We run a blog through our website which, in addition to product and athlete posts, covers more in depth some of the work we are doing with Fair Wear and with the International Accord. We also talk about our repairs service and why we are working on our HREDD. You can find our posts [here](#).

STATEMENTS ON MYANMAR:

We also continue to disclose our position on manufacturing in Myanmar. In response to the military coup in 2021, We disengaged with production in Myanmar across FY23 and FY24, following guidance from Fair Wear and multiple initiatives to ensure that we did so responsible. To ensure our customers remain informed about this decision and process, we maintain a statement regarding our response on our website. This can be seen on the [ethical trading page](#).

SOCIAL MEDIA:

We have a presence on:

Facebook | X | Instagram | YouTube | Strava | LinkedIn

CORPORATE SOCIAL RESPONSIBILITY



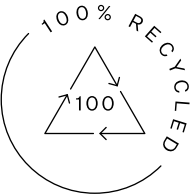


All Montane products come with a lifetime guarantee against manufacturing faults, for the reasonable lifetime of the product.



TRACK MY DOWN

All virgin down used in Montane products is certified to the **Textile Exchange Responsible Down Standard (RDS)**, and uses the Track my Down tool. More information can be found [here](#).



TRACK MY DOWN

In winter 2022 Montane introduced recycled down to our product offering. This also uses the Track My Down tool.



Montane recognise the importance of positive Animal Welfare and responsible sourcing of animal derived materials. This is highlighted through LWG membership, using only non-mulesed wool, and only RDS certified virgin down. No silk, fur, angora, or exotic skins are used in Montane products.



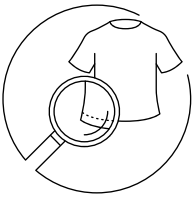
From summer 2022 any cotton used in Montane products has been certified as being 100% organic.



Montane is a bluesign® SYSTEM PARTNER. We are committed to applying this system to our entire textile supply chain to reduce our impact on both people and the environment.



Any wool used in Montane products is certified to be mulesed free.



In 2023 Montane launched its Know What You're Buying initiative, helping to build product transparency and support more informed buying decisions from Montane customers. Information about this initiative can be found [here](#).



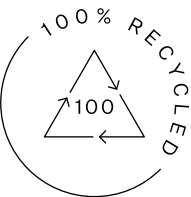
Montane is a member of the Leather Working Group (LWG), to support responsible sourcing and processing of the leather used, and minimise possible negative impacts to the environment and workers in this supply chain.



Montane exclusively uses Polygiene as an anti-odour treatment on next-to-skin products. Polygiene is a silver based, bluesign® approved treatment, where the silver used is also recycled.



In May 2019 Montane joined the **European Outdoor Group's Single Use Plastic Project** – you can read about this [here](#). All orders placed through our UK and US websites have been distributed polybag free since August 2023.



In 2021 Montane completed a transition to 100% recycled polybags with all product manufacturers.



In 2022 Montane expanded its use of DWR treatments and waterproof membranes, that are free from the intentional use of PFAS chemicals. Our goal is to achieve a range that is free from intentional PFAS use by 2026 - you can read about this [here](#).



Montane offers a product repair service in the UK, Germany, Austria and Switzerland. We are looking to expand this in the near future – for now details can be found [here](#).



Montane's hangtags, accessory header cards and distribution envelopes for online orders are all 100% recyclable, use soy-based inks, and come from **Forest Stewardship Council®** certified sources.



In 2023, Montane renewed its' commitment to the **International Accord** by becoming an initial signatory of the revised legally binding framework with the Accord and the Country Specific Safety Program addendum for Bangladesh.



Montane are proud to be an early supporter of the Employment Insurance Scheme pilot in Bangladesh signing on to the project in 2023. The project is managed by the ILO (International Labour Organisation) in partnership with the German GIZ (Gesellschaft für Internationale Zusammenarbeit) and ultimately aims to introduce a permanent employment injury protection scheme into Bangladeshi law.



From June 2024, Montane certified to Textile Exchange Global Recycled Standard (GRS). This allows us to trace the recycled content in our main range products and inform our customers about it.



Montane are a **member of EOCA**, supporting their global conservation efforts to promote care and respect for wild places.



Montane’s ongoing support of **Fix the Fells**, aims to protect paths around the Lake District for future generations. You can watch a short video about Montane’s partnership with Fix the Fells [here](#).



The **Montane Alpine Club Climbing (MACC) Fund** was set up at 2016, to support the Alpine Club’s most intrepid expeditions, covering long distances in inhospitable environments. Up to £10,000 is made available annually, to British climbers and mountaineers attempting first ascents and/ or new routes in little known and remote alpine areas.



Montane is a member of the UK’s Cyclescheme, which supports staff in purchasing a bike without VAT. This encourages an active and healthy workforce whilst also enabling a lower carbon transport option.



In 2023 Montane launched its Corporate Volunteering programme to engage staff with the conservation charities we support and offer the opportunity to get involve.



In an effort to keep its local area tidy, and get staff outside together, Montane employees conduct a bi-monthly litter pick, with pizza lunch afterwards as a thank you to staff who take part. This is supported by an office litter picking station provided by the **2 Minute Foundation**, for any interim mini litter picks!



OUR RESPONSIBILITY
Montane’s Further.Forever platform comprises of four key pillars; Built to Last, Ethical Trading, Commitment and Responsible Choices. A full overview of our work supporting these four pillars can be found in our annual Impact Report [here](#)



APPENDIX

ACRONYMS

ACROYNM	DESCRIPTION
ACFTU	All-China Federation of Trade Unions
BDT	Bangladeshi Taka
BGMEA	Bangladesh Garment Manufacturers Export Association
BKMEA	Bangladesh Knitwear Manufacturers Export Association
BSCI	Business Social Compliance Initiatives
CAP	Corrective Action Plan
CBA	Collective Bargaining Agreement
CMT	Cut Make Trim
CNY	Chinese Yuan
CoLPs	Code of Labour Practices
CSR	Corporate Social Responsibility
CSSP	Country Specific Safety Program
EIS	Employment Injury Scheme
EPZ	Economic Processing Zone
FLA	Fair Labour Association
FOA	Freedom of Association
FOB	Freight on Board
FW / FWF	Fair Wear Foundation
FY(25)	Financial Year (25)
GBVH	Gender Based Violence and Harassment
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit

ACROYNM	DESCRIPTION
HRDD	Human Rights Due Diligence
HREDD	Human Rights and Environmental Due Diligence
IDR	Indonesian Rupiah
ILO	International Labour Organisation
INR	Indian Rupee
KPI	Key Performance Indicator
MSI	Multi-Stakeholder Initiative
MVO	Corporate Social Responsibility (Dutch)
NGO	Non-Government Organisation
OECD	Organisation for Economic Co-operation and Development
OSH	Occupational Safety and Health
p/cm	Per Calendar Month
QC	Quality Control
QI	Quality Inspector
RBCP	Responsible Business Conduct Policy
RMG	Ready Made Garment
RSC	RMG Sustainability Council
SMS	Salesman Sample
UN	United Nations
USD	United States Dollar
VND	Vietnamese Dong





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Fair Wear Member Since October, 2019