

## Decent work and sustainable economic growth.

Bru Textiles strives to become a Forever Company, creating a positive impact and delivering change to ensure a sustainable future for generations to come. To do this, we are strategically molding our business vision and evolving our sustainability actions according to the [UN Sustainable Development Goals \(SDGs\)](#), and the relevant SDGs within this framework.

This framework provides shared alignment to a unified blueprint and global partnership, the main ambition of which is to combat climate change and create a better, safer environment for all by 2030.

To be effective, we have focused our attention and established specific, measurable, achievable, relevant, and time-bound goals (SMART). Our goals have been centered on 5 key SDGs, that are within our core spheres of influence:

- SDG8:** Decent work and economic growth for ourselves and our partners
- SDG12:** Responsible production & consumption of our textiles
- SDG13:** Taking climate action by understanding our footprint, up and down stream
- SDG16:** Transparency and traceability of all our products
- SDG17:** Partnerships internally and externally of our business to ensure positive change

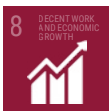
The challenge for the textile industry is finding suitable sustainable fabric alternatives, many still requiring Research and Technological Development (RTD). This RTD will need to be conducted in partnership with our customers, our mills, our employees, as well as available sustainable resources (natural or recycled).

But, not all change happens immediately and none of us can do this alone - to be effective we have to work together. We want to engage with all our stakeholders to do the right thing.

Our strategy has included the development of practical and easy to use playbooks for suppliers and partners. The objective with the playbooks are to create collaborative paths to sustainability.

## About this Playbook

In this Playbook, we share our approach to SDG 8 | Decent Work and Economic Growth.



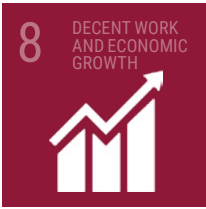
### Playbook | We focus on improving the **social and labour conditions** for all workers in the value chain.

Operationally, we run our business guided by Quality Management, which concerns all topics related to Quality, Environment, Safety and Health and well-being (QESH).

Fundamentally, we are a business that believes in the enrichment of our people and the planet in which we live, and understanding our impact is key to our sustainability strategy.

An involved and motivated employee is key to a successful business. Our staff have access to mental well-being programs and a person of trust who acts as a staff confidante in times of distress.

We want to create an impact for all workers and society beyond your own employees. This playbook has been established to help you overcome any obstacles you may face and key focus areas to be considered in your endeavour to overcome these challenges.



## Decent work and sustainable economic growth

The textile industry has the potential to lift millions of people, and women in particular, out of poverty, while increasing gender equality.



### What is the challenge?

On a global scale, production sites for textile industry are often associated with problematic socio-economic facts such as poor workers' rights, dangerous working conditions, violations of human rights and payment that barely covers subsistence needs. Lack of transparency and traceability in the supply chain exacerbates this.



### Why is it important for you?

Companies that uphold labour standards across their own operations and value chains face lower risk of reputational damage and legal liability. Instituting non-discriminatory practices and embracing diversity and inclusion will also lead to greater access to skilled, productive talent. Moreover, increased transparency and traceability in the supply chain presents an opportunity - to go beyond compliance and leverage sustainable procurement to drive innovation and growth.



### What can businesses do?

Together we can lift people, particularly women, out of poverty by creating healthy and attractive working environments. By increasing transparency and traceability across the supply chain we ensure products are sourced in a responsible way and improve the reputation of our sector.

In this section, we provide guidelines on how to understand your employees' needs (part I) and engage with your suppliers (part II).

## Part I | Engage your employees

### Step 1 | Understand employees needs

An involved and motivated employee is key to a successful business. Upholding your responsibility as a company to respect human rights is the minimum. Understanding your employees needs is crucial to create a healthy and attractive working environment with the level of flexibility that allows your employees to thrive.

An employee satisfaction and engagement survey is one way of gaining insights into your employees needs.

Either way it can be valuable for your company to follow-up on a set of basic metrics.

Percentage of total employees covered by collective bargaining agreement

Aim to cover all your employees by a collective bargaining agreement

Percentage of employees per employee category in each of the following diversity categories: gender, age, other

Aim for a diverse and inclusive workforce that represents society

Average working hours per week, including overtime

Number of occupational accidents

Average hours of training per year, per employee, by gender, and by employee category

Bru Textiles is very interested to learn about your company's efforts. Help us create a transparent supply chain and share your insights with us.

## Step 2 | Increase job satisfaction

With high levels of employee satisfaction, your company can strengthen retention and engagement. The main focus, to increase employee satisfaction should be to:

- 1 Provide adequate compensation
- 2 Respect and promote human rights
- 3 Invest in training and professional development
- 4 Make work meaningful

## Part II | Engage with your suppliers

To ensure good practice and respect for people and planet across the supply chain, and in order for you to make credible product claims, transparency and traceability are key. In addition, better insights in the supply chain will help overcome future challenges, as well as meet industry standards and regulations.

**We have to work together to source in a responsible and ethical way.**

What you can do in a nutshell:



### Transparency in the supply chain

Know your suppliers. If possible visit your suppliers or trust an external third party to audit them on their social performance.



### True cost

Set your price based on true cost calculation. Include full labour cost in the calculation and ask suppliers to never pay below minimum and encourage them to pay above living wage.



### Partnerships

Responsibly select suppliers sharing the same values.



### Raise awareness

Raise awareness on the importance of human rights due diligence and ethical sourcing. Share lessons learnt.

More and more companies are using tools to help them measure and manage the sustainability performance of their suppliers. Bru Textiles is aware of three credible platforms.

### Higg Index

The Higg Facility Social & Labor Module (Higg FSLM) promotes safe and fair social and labor conditions for value chain workers all over the world. Facilities can use the scored assessment to understand hotspots and reduce audit fatigue. Instead of focusing on compliance, they can dedicate time and resources to make lasting systemic changes.



### EcoVadis

The EcoVadis platform is designed to help companies better manage and communicate their company's sustainability performance in a clear and actionable way. The tool helps you understand your company's sustainability performance with ratings on four themes - Environment, Labor & Human Rights, Ethics and Sustainable Procurement- including details of relevant strengths and improvement areas.



### SMETA (Sedex Members Ethical Trade Audit)

SMETA assessment tools supports with ethical sourcing and enable businesses to assess their sites and suppliers to understand working conditions in their supply chains. The audits enable businesses to assess their suppliers, monitor health and safety for workers, and signal zero tolerance of human rights abuses such as child and forced labour.



**Bru Textiles is very interested in how your company is assessing and managing the sustainability performance of your suppliers. Help us increase transparency and traceability in the industry and share your insights or lessons learned with us.**



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