

Brand Performance Check

Kuyichi B.V.

This report covers the evaluation period 01-01-2023 to 31-12-2023

About the Brand Performance Check

Fair Wear Foundation (Fair Wear) believes that improving conditions for apparel product location workers requires change at many levels. Traditional efforts to improve conditions focus primarily on the product location. Fair Wear, however, believes that the management decisions of clothing brands have an enormous influence for good or ill on product location conditions.

Fair Wear's Brand Performance Check is a tool to evaluate and report on the activities of Fair Wear's member companies. The Checks examine how member company management systems support Fair Wear's Code of Labour Practices. They evaluate the parts of member company supply chains where clothing is assembled. This is the most labour intensive part of garment supply chains, and where brands can have the most influence over working conditions.

In most apparel supply chains, clothing brands do not own product locations, and most product locations work for many different brands. This means that in most cases Fair Wear member companies have influence, but not direct control, over working conditions. As a result, the Brand Performance Checks focus primarily on verifying the efforts of member companies. Outcomes at the product location level are assessed via audits and complaint reports, however the complexity of the supply chains means that even the best efforts of Fair Wear member companies cannot guarantee results.

Even if outcomes at the product location level cannot be guaranteed, the importance of good management practices by member companies cannot be understated. Even one concerned customer at a product location can have significant positive impacts on a range of issues like health and safety conditions or freedom of association. And if one customer at a product location can demonstrate that improvements are possible, other customers no longer have an excuse not to act. The development and sharing of these types of best practices has long been a core part of Fair Wear's work.

The Brand Performance Check system is designed to accommodate the range of structures and strengths that different companies have, and reflects the different ways that brands can support better working conditions.

This report is based on interviews with member company employees who play important roles in the management of supply chains, and a variety of documentation sources, financial records, supplier data. The findings from the Brand Performance Check are summarized and published at www.fairwear.org. The online Brand Performance Check Guide provides more information about the indicators.

Scoring overview

Total score: 146
Possible score: 198
Benchmarking Score: 74
Performance Benchmarking Category: Leader



Foundational system's criteria	Sourcing strategy	Identifying continuous human rights risks	Responsible purchasing practices	Quality and coherence of prevention and remediation system	Improvement and prevention	Communication, transparency and evaluation
100%	76%	80%	77%	80%	60%	89%

Summary:

Kuyichi has shown advanced results on performance indicators and has made exceptional progress. With a total benchmarking score of 74, the member is placed in the Leader category.

Kuyichi has a sourcing strategy that focuses on long-term relationships. With the exception of the brand's denim production, Kuyichi collaborates with a single supplier per product, fostering a more secure partnership and eliminating price competition among suppliers. The brand is committed to producing most of its products with its main suppliers in Türkiye, reinforcing its long-term relationships.

The member brand conducts comprehensive risk scoping, considering country, sector, business model, and sourcing model risks, though it has yet to extend this to product-level risk scoping. Kuyichi also systematically assesses human rights risks across all production locations, including subcontractors.

Together with other Fair Wear members, Kuyichi is participating in the Fair Wear and RVO research project on gender equality and living wages in the garment sector of Türkiye. The member brand has integrated the findings from this research into its own country and supplier risk assessments. Furthermore, Kuyichi has specifically assessed how its business practices affect gender at its suppliers.

Kuyichi has prioritised risks and created action plans per supplier, counting for 100% of the total FOB. The action plans consist of both improvement and preventive actions. While the brand has shown great progress Kuyichi has yet to improve the actions plans by adding more detailed actions, timelines, and budgets.

The member brand has yet to develop a systemic and time-bound approach to get wages increased towards a living wage. This will be Kuyichi's focus for the next financial year.

In 2023, Fair Wear implemented a new performance check methodology aligned with the OECD guidelines on HRDD. This new methodology raises the bar and includes some new indicators, which may result in a lower score for member brands. Because of this transition, Fair Wear temporarily lowered the scoring threshold.

Performance Category Overview

Leader: This category is for member companies who are doing exceptionally well, and are operating at an advanced level. Leaders show best practices in complex areas such as living wages and freedom of association.

Good: It is Fair Wear's belief that member companies who are making a serious effort to implement the Code of Labour Practices—the vast majority of Fair Wear member companies—are 'doing good' and deserve to be recognized as such. They are also doing more than the average clothing company, and have allowed their internal processes to be examined and publicly reported on by an independent NGO. The majority of member companies will receive a 'Good' rating.

Needs Improvement: Member companies are most likely to find themselves in this category when major unexpected problems have arisen, or if they are unable or unwilling to seriously work towards CoLP implementation. Member companies may be in this category for one year only after which they should either move up to Good, or will be moved to suspended.

Suspended: Member companies who either fail to meet one of the Basic Requirements, have had major internal changes which means membership must be put on hold for a maximum of one year, or have been in Needs Improvement for more than one year. Member companies may remain in this category for one year maximum, after which termination proceedings will come into force.

Categories are calculated based on a combination of benchmarking score and the percentage of own production under monitoring. The specific requirements for each category are outlined in the Brand Performance Check Guide.

Company Profile Kuyichi B.V.

Member company information

Member since: 1 Jan 2020
Product types: Garments, clothing, fashion apparel
Percentage of turnover of external brands resold 0%
FLA Member No
Member of other MSI's/Organisations Agreement on Sustainable Garment and Textile, GOTS and GRS, Modint
Other Initiatives GRS, Modint
Number of complaints received last financial year 1

Basic requirements

Definitive production location data has been submitted for the financial year under review? Yes
Work Plan and projected production location data have been submitted for the current financial year? Yes

Production countries, including number of production locations and total production volume.

Production Country	Number of production locations	Percentage of production volume
Türkiye	10	90.42%
Pakistan	1	9.44%
India	1	0.13%
Morocco	1	0%

Layer 1 Foundational system's criteria

Possible Points: 8
Earned Points: 8

1.1 Member company has a publicly shared Human Rights Due Diligence policy that has been adopted by top management.: Yes

Comment: Kuyichi has a solid Human Rights Due Diligence policy in place, which commits to the implementation of Human Rights Due Diligence and the Code of Labour Practices. Kuyichi has published its Human Rights Due Diligence policy on its public website.

1.2 All member company staff are made aware of Fair Wear's membership requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: Yes

1.3 All staff who have direct contact with suppliers are trained to support the implementation of Fair Wear requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: Yes

1.4 A specific staff person(s) is designated to follow up on problems identified by the monitoring system, including complaints handling. The staff person(s) must have the necessary competence, knowledge, experience, and resources.: Yes

1.5 Member company has a system in place to identify all production locations, including a policy for unauthorised subcontracting.: Yes

1.6 Member company discloses internally through Fair Wear's information management system, in line with Fair Wear's Transparency Policy.: Yes

Comment: Kuyichi discloses 100% of production locations internally through Fair Wear's information management system.

1.7 Member company discloses externally on Fair Wear's transparency portal, in line with Fair Wear's Transparency Policy.: Yes

Comment: Kuyichi discloses 100% of production locations externally on Fair Wear's transparency portal.

1.8 Member complies with the basic requirements of Fair Wear's communication policy.: Yes

Layer 2 Human rights due diligence, including sourcing strategy and responsible purchasing practices.

Possible Points: 90
Earned Points: 70

Indicators on Sourcing strategy

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.1 Member company's sourcing strategy is focused on increasing influence to meaningfully and effectively improve working conditions.	Advanced	Fair Wear expects members to adjust their sourcing strategy to increase their influence over working conditions. Members should aim to keep the number of production locations at a level that allows for the effective implementation of responsible business practices.	Strategy document; consolidation plans, examples of implementation.	6	6	0

Comment: Kuyichi has a sourcing strategy addressing influencing labour conditions. The member has 10 active suppliers and 3 subcontractors for supporting processes. 79.53% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. 1.65% of the production volume comes from suppliers where Kuyichi buys less than 2% of its total FOB.

Kuyichi produces the largest share of the FOB in Türkiye, followed by Pakistan. Additionally, they produce one item in Morocco and have placed a sample order in India. With the exception of its denim production, Kuyichi collaborates with a single supplier per product, fostering a more secure partnership and eliminating price competition among suppliers. The brand is committed to producing most of its products with its main suppliers in Türkiye, reinforcing its long-term relationships.

Kuyichi sourcing strategy explicitly focuses on increasing influence through consolidation and active cooperation with other clients.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.2 Member company's sourcing strategy is focused on building long-term relationships.	Advanced	Stable business relationships underpin the implementation of the Code of Labour Practices and give factories a reason to invest in improving working conditions.	Strategy documents; % of FOB from suppliers where a business relationship has existed for more than five years; Examples of contracts outlining a commitment to long-term relationship; Evidence of shared forecasting.	6	6	0

Comment: Kuyichi has a sourcing strategy that focuses on maintaining long-term relationships. 78% of the member's total FOB volume comes from suppliers with whom Kuyichi has a business relationship for at least five years.

The member commit to contracts in the form of legally binding 'Code of Conducts' with all its suppliers.

The long-term contracts are embedded in Kuyichi sourcing strategy, ensuring they are implemented across its supplier base.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.3 Member company conducts a risk scoping exercise as part of its sourcing strategy.	Intermediate	Human rights due diligence, according to the OECD guidelines, requires companies to undertake a scoping exercise to identify and mitigate potential human rights risks in supply chains of potential business partners.	HRDD policy; Sourcing strategy linked to results of scoping exercise; HRDD processes, including specific responsibilities of different departments; Use of country studies; Analysis of business and sourcing model risks; Use of licensees and/or design collaborations.	4	6	-2

Comment: Kuyichi conducts risk scoping and includes country, sector, business model and sourcing model risk. The member has yet to conduct a risk scoping on product level.

In its country risk assessment, Kuyichi evaluates risks by using both quantitative and qualitative data. The member assigns a risk score to each factor, measuring it by likelihood and severity. These individual scores are then combined to calculate an overall risk score for each potential issue. The resulting scores are compiled into a comprehensive country risk overview, enabling Kuyichi to identify and prioritise the most significant risks in its sourcing countries. In its risk scoping, the member has assessed the impact and prevalence of the risks correctly.

In Türkiye, the brand identifies FOA and Violence as Harassment as high risks. In addition, Kuyichi pays extra attention to risk related to migrant workers by having a migrant worker policy. In Pakistan, the brand marked almost all risks as high risk. For several risks Kuyichi's has includes a gender lens, looking specifically at the impact of the risk on women.

Kuyichi incorporates input from workers, suppliers, and stakeholders into its risk scoping process through Fair Wear's country risk profiles, as well as Fair Wear and RVO's research on gender equality in Türkiye, in which Kuyichi actively participated.

The member has also conducted risk scoping for other potential sourcing countries, for example for India. However, the brand has not adjusted its sourcing strategy based on the results of this scoping. According to member, they base its sourcing decisions on the situation of each specific supplier.

To date, Kuyichi's sourcing strategy does not mention a preference for countries where workers can freely form or join a trade union and bargain collectively.

Recommendation: Fair Wear recommends Kuyichi to include product risks in its risk scoping.

Fair Wear strongly recommends Kuyichi to privileged countries where workers can freely form or join a trade union and/or bargain collectively and make this explicit in its sourcing strategy

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.4 Member company engages in dialogue with factory management about Fair Wear membership requirements before finalising the first purchase order.	Advanced	Sourcing dialogues aim to increase transparency between the member and the potential supplier, which can benefit improvements efforts going forward.	Process outline to select new factories; Material used in sourcing dialogue; Documents for sharing commitment towards social compliance; Meeting reports; On-site visits; Reviews of suppliers' policies.	4	4	0

Comment: It is the standard process for Kuyichi to inform new suppliers about its HRDD policy and Fair Wear membership. Kuyichi always visits a supplier before the production starts to engage in dialogue about human rights and how the supplier and Kuyichi can cooperate on this topic. In addition, the supplier is asked to fill in and sign all onboarding documents, which include Kuyichi's Code of Conduct and Fair Wear's supplier questionnaire.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.5 Member company collects the necessary human rights information to inform sourcing decisions before finalising the first purchase order.	Intermediate	Human rights due diligence processes are necessary to identify and mitigate potential human rights risks in supply chains. Specific risks per factory need to be considered as part of the decision to start cooperation and/or place purchasing orders.	Questionnaire with CoLP, reviewing and collecting existing external information, evidence of investigating operational-level grievance system, union and independent worker committee presence, collective bargaining agreements, engaging in conversations with other customers and other stakeholders, including workers.	4	6	0

Comment: Kuyichi gathers human rights information from potential new suppliers by having them complete a detailed 'supplier information' form, which requests previous audit reports, certifications, production capacity, and details about subcontractors. The CSR department then conducts a risk analysis of the prospective supplier, considering the country risks, audit results, and corrective action plans. This risk assessment is shared with the supplier for feedback, clarification, and to develop an improvement plan. Kuyichi visits the supplier before production begins. After placing the first purchase order, the supplier is required to sign all onboarding documents, complete the Fair Wear questionnaire, and distribute the Worker Information Sheets (WIS). For suppliers in high-risk countries, Kuyichi also requires evidence of strong worker involvement and a democratic workplace environment.

Kuyichi followed this process for the three suppliers added in the last previous year.
The company does not collect information from workers or stakeholders before finalising the first purchasing order to inform its sourcing decision.

Recommendation: Fair Wear encourages the member to collect worker and stakeholder input before placing the first order.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.6 Member actively ensures awareness of the Fair Wear CoLP, the grievance mechanism, and social dialogue mechanisms within the first year of starting business.	Basic	This indicator focuses on the preliminary mitigation of risks by actively raising awareness about the Fair Wear Code of Labour Practices and complaints helpline. Discussing Fair Wear's CoLP with management and workers is a key step towards ensuring sustainable improvements in working conditions and developing social dialogue at the supplier level.	Evidence of social dialogue awareness raised through earlier training/onboarding programmes, onboarding materials, information sessions on the factory grievance system and complaints helpline, use of Fair Wear factory guide, awareness-raising videos, and the CoLP.	2	6	0

Comment: Kuyichi has added three new suppliers in the past financial year.
Kuyichi has shared information about Fair Wear's CoLP and the grievance mechanism within the first year of doing business. The Worker Information Sheet has been posted.
Kuyichi has not yet organised onboarding sessions for its new suppliers to raise awareness about the Fair Wear CoLP, the grievance mechanism, or the importance of social dialogue.

Recommendation: Kuyichi B.V. is recommended to organise onboarding sessions specifically focusing on the CoLP and the grievance mechanism within the first year of doing business.

Indicators on Identifying continuous human rights risks

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.7 Member company has a system to continuously assess human rights risks in its production locations.	Intermediate	Members are expected to regularly evaluate risk in a systematic manner. The system used to identify human rights risks determines the accuracy of the risks identified and, as such, the possibilities for mitigation and remediation.	Use of risk policies, country studies, audit reports, other sources used, how often information is updated.	4	6	0

Comment: Kuyichi has a systematic approach to assessing human rights risks in its supply chain. The member brand has assessed the risks for each production location, including its subcontractors.

Kuyichi has identified the right monitoring tool and frequency per country. For example, to assess human rights risks at its production location in Türkiye, the brand utilises Fair Wear full assessments or external audits, organises regular monitoring visits, and conducts supplier surveys to gather worker data.

Kuyichi compiles the results from its monitoring tools into a supplier risk assessment by assigning a likelihood score to each identified risk. According to the brand, these scores are derived from various sources, including country risk scoping, onsite assessments, supplier surveys, and visits. However, the supplier risk assessment document does not specify the sources used, making it less transparent how Kuyichi assess its suppliers. Furthermore, Kuyichi has yet to include a severity score.

For several risks Kuyichi has includes a gender lens, where the brand has specifically look at the impact of the risk on women. Worker and stakeholder input is only included for suppliers where Fair Wear onsite assessment took place. Kuyichi is in the process of developing worker surveys to complete the risk assessment with worker input.

Recommendation: Kuyichi could complement its risk assessment process with worker and stakeholder input.
The member brand should include sources and a severity score in its supplier risk assessment.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.8 Member company's human rights due diligence process includes an assessment of freedom of association (FoA).	Advanced	Freedom of association and collective bargaining are 'enabling rights.' When these rights are respected, they pave the way for garment workers and their employers to address and implement the other standards in Fair Wear's Code of Labour Practices - often without brand intervention.	Use of supplier questionnaire to inform decision-making, collected country information, and analyses.	6	6	0

Comment: Kuyichi has mapped the risks to FoA in all its sourcing countries and can explain the main risks per country, including the risks to women workers. In both Türkiye and Pakistan, identified risks include the absence of unions and the lack of freely elected worker representatives.

Kuyichi uses this information to understand what the risks at its suppliers are and inform itself how to engage with its suppliers on this topic. In addtion, the member has supplier-level monitoring in place to assess and understand the risk at suppliers. These include onsite assessments and supplier surveys that collect data on worker representation and freedom of association. Additionally, Kuyichi regularly reviews the effectiveness of grievance mechanisms and tracks the timing of recent worker representative elections. Kuyichi aims to meet with worker representatives during visits, however the brand does not know all the worker representatives at its suppliers.

The brand has yet to incorporate input from worker representatives regarding the risk of freedom of association (FOA). Additionally, worker representatives are not currently involved in any assessments or remediation efforts.

Recommendation: Kuychi should include worker (representative) input in its assessment of the risks on FoA. In addition, the brand should aim to include the worker representative in all its assessment and remediation efforts.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.9 Member company includes a gender analysis throughout its human rights risk identification, to foster a better understanding of gendered implications.	Advanced	Investing in gender equality creates a ripple effect of positive societal outcomes. Members must apply gender analyses to their supply chain to better address inequalities, violence, and harassment.	Evidence of use of the gender mapping tools and knowledge of country-specific fact sheets.	6	6	0

Comment: Kuyichi has included gender in its human rights risk identification. The member could show it understands the basic gender risks for its sourcing countries, and for instance, identified in Türkiye that violence and harassment against women is high-occuring issue that is often not found by audits. In Pakistan, the member brand has identified the exclusion of women from the workforce as an important risks prevalent in the country.

Together with other Fair Wear members, Kuyichi is taking part of the Fair Wear and RVO research project on gender equality and living wages in the garment sector of Türkiye. As part of this research, three Kuyichi's Turkish suppliers participated in the research for an investigation into the root causes of human rights risks related to living wages and gender equality, particularly focusing on violence and harassment in the workplace. The project included interviews with 306 workers, revealing detailed evidence of long working hours, low wages, severe poverty, gender inequality, and incidents of violence and harassment. Additionally, Kuyichi actively collects gender-disaggregated data from each factory through supplier worker surveys. The data is currently only disaggregated for some labour standards. Kuyichi has yet to expand its data collection to collect gender disaggregated data for all labour standards. They have also developed an 'Employee Gender Data' survey to gather more comprehensive gender-disaggregated information from workers.

Kuyichi has integrated the results of this research in its own country and supplier risk scoping. Furthermore, the member has specifically assessed how its own business practices affect gender at its suppliers.

Recommendation: Kuyichi is recommended to collect gender data per factory related to every Code of Labour Practices.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.10 Member company considers a production location's human rights performance in its purchasing decisions.	Intermediate	Systematic evaluation is part of continuous human rights monitoring. A systematic approach to evaluating production location performance is necessary to integrate social compliance into normal business processes and to support good decision-making.	Supplier evaluation format, meeting notes on supplier evaluation shared with the factory, processes outlining purchasing decisions, link to responsible exit strategy.	2	4	0

Comment: Kuyichi has a systematic evaluation system for assessing suppliers' human rights performance. The brand uses its supplier risk assessment to evaluate its suppliers on its human rights performance. The member brands shares the evaluation with its supplier every two to three months during a regular call. In the evaluation it is not clear how the human rights performance is weighed against other production performance factors
Additionally, Kuyichi has not yet shared the results of these evaluations with the worker representatives at its suppliers.

As Kuyichi aims to work with one supplier per product and its focus is on long-term relationships the outcome of this evaluation generally does not influence purchasing decisions.However, the human rights performance was an important factor in the brands decision to exit one supplier this year.

Recommendation: Kuyichi is encouraged to clarify how human rights performance is weighted in its supplier evaluation system.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.11 Member company prevents and responds to unauthorised or unknown production and/or subcontracting.	Advanced	Subcontracting can decrease transparency in the supply chain and has been demonstrated to increase the risk of human rights violations. Therefore, when operating in higher-risk contexts where it is likely subcontracting occurs, the member company should increase due diligence measures to mitigate these risks.	Production location data provided to Fair Wear, financial records from the previous financial year, evidence of member systems and efforts to identify all production locations (e.g., interviews with factory managers, factory audit data, web shop and catalogue products, etc.), licensee contracts and agreements with design collaborators.	4	4	0

Comment: The member takes measures to prevent unauthorised subcontracting or unknown locations. For each supplier, the brand completes a product sustainability checklist, which tracks products and fabrics throughout the supply chain, including subcontractors and deeper tiers. This checklist helps Kuyichi identify potential gaps where unauthorised subcontractors might be operating.

Additionally, Kuyichi's Code of Conduct includes a specific section on subcontracting. By signing the Code of Conduct, suppliers agree not to outsource any production without Kuyichi's prior approval. Furthermore, suppliers are required to ensure that its subcontractors adhere to Kuyichi's procedures and also sign the Code of Conduct

Lastly, next to mapping its supply chain and enforcing a strict subcontracting policy, the member is aware of the capacity of its suppliers and knows when the different peak seasons are for each supplier. This way Kuyichi can perform plausibility checks of the capacity of its supplier, during visits or in its daily communication.The brand also uses this knowledge in its forecasting to avoid overburdening suppliers during peak seasons, thus helping to prevent unauthorised subcontracting.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.12 Member company extends its due diligence approach to homeworkers.	Intermediate	Homeworkers should be viewed as an intrinsic part of the workforce, entitled to receive equal treatment and have equal access to the same labour rights, and therefore should be formalised to achieve good employment terms and conditions.	Supplier policies, evidence of supplier and/or intermediaries' terms of employment, wage-slips from homeworkers.	2	4	0

Comment: Kuyichi's code of conduct includes a policy on homeworkers, ensuring that suppliers follow the same procedures for homeworkers as for subcontractors. Additionally, Kuyichi actively monitors and assesses the capacity of its suppliers. During visits, the brand inspect production processes to ensure that no unauthorised outsourcing occurs. To date, Kuyichi has not identified any homeworkers in its suppliers by assessments, audits or monitoring visits. However, the brand has not yet conducted a product-level risk assessment, which could further help them in assessing the risk of homeworkers in its supply chain.

Recommendation: Kuyichi should include a risk scoping on product level to assess the risk of homeworkers in its supply chain.

Indicators on Responsible purchasing practices

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.13 Member company's written contracts with suppliers support the implementation of Fair Wear's Code of Labour Practices and human rights due diligence, emphasising fair payment terms.	Advanced	Written, binding agreements between brands and suppliers, which support the Fair Wears CoLP and human rights due diligence, are crucial to ensuring fairness in implementing decent work across the supply chain.	Suppliers' codes of conduct, contracts, agreements, purchasing terms and conditions, or supplier manuals.	4	4	0

Comment: Kuyichi uses contracts with its suppliers in the form of legally binding two-way Code of Conducts (CoC), which are signed by the brand and the respective supplier, including subcontractors. Kuyichi had its Code of Conducts checked by the Responsible Contracting Project.

These contracts support the implementation of human rights due diligence by clearly outlining the shared responsibilities of CoLP implementation. The CoC includes Kuyichi's commitment to responsible purchasing practices, detailing its dedication to fair pricing, non-negotiable wage costs, and collaborative production planning. Additionally, the contracts protect suppliers from unequal burdens by ensuring that no price reduction or penalties will be put on the supplier without proof of fault and mutual agreement. The responsible exit strategy is included in the Code of Conducts.

Kuyichi has yet to include its payment terms in the Code of Conduct. The payment terms should include when payments are made, clear demarcation of transfer of ownership, payment for audits, advance payments to cover materials, payment for unused capacity of expedited shipping.

Lastly, the Code of Conduct does not yet include a specific timeframe.

Recommendation: Fair Wear recommends Kuyichi to include payment terms and a specific timeline in its Code of Conduct.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.14 Member company has formally integrated responsible business practices and possible impacts on human rights violations in its decision-making processes.	Intermediate	Corporate Social Responsibility (CSR), purchasing, and other staff that interact with suppliers must be able to share information to establish a coherent and effective strategy for improvements. This indicator examines how this policy and Fair Wear membership requirements are embedded within the member company.	Internal information systems, status Corrective Action Plans, sourcing score- cards, KPIs listed for different departments that support CSR efforts, reports from meetings from purchasing and/or CSR staff, and a systematic manner of storing information.	4	6	0

Comment: At Kuyichi, information is actively exchanged between CSR and other departments to enable coherent and responsible business practices. Sustainability and social responsibility are integral to Kuyichi's business model, therefore all staff members are working towards this goal.

The member has not yet included responsible business practices in job role competencies, nor do sourcing and purchasing staff work with KPIs supporting good sourcing and pricing strategies.

Recommendation: Kuyichi could adopt KPIs that support good sourcing and pricing strategies within its sourcing, purchasing and design departments.

Kuyichi could include responsible business practices in its job role competencies of sourcing and purchasing staff.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.15 Member company's purchasing practices support reasonable working hours.	Intermediate	Members' purchasing practices can significantly impact the levels of excessive overtime at factories.	Proof that planning systems have been shared with production locations, examples of production capacity knowledge that is integrated into planning, timely approval of samples, and proof that management oversight is in place to prevent late production changes.	4	6	0

Comment: Kuyichi produces two collections annually: spring/summer and autumn/winter. To reduce pressure on suppliers, the brand spreads these collections into different drops, reducing production during peak seasons and providing work during the suppliers' off-season. In addition to these collections, Kuyichi offers a range of Never Out of Stock (NOOS) products, which are reordered throughout the year. Moreover, to avoid placing additional strain on delivery timelines, Kuyichi does not hold seasonal sales.

The production planning and order placement is done in collaboration with the suppliers. The member works with forecasting and critical path setting. Lead times and due dates are set collaboratively with the supplier. All purchasing orders are placed with the suppliers capacity in mind and need to be confirmed by the supplier, with most fabrics pre-booked. This year the member brand wants to improve its critical path by incorporate more critical dates on which suppliers need to sign-off. While the brand believes its forecasting is accurate, they currently lack a system to monitor this accuracy effectively.

To identify the impact of its own business practices on possible overtime in its suppliers, the member brand has done a self-assessment on the principles of the Common Framework of Responsible Purchasing Practices (CFRPP). In addition, Kuyichi included business model and sourcing model risk in its risk scoping. From this assessment they identified possibilities to improve when it comes to forecasting accuracy and SMS sampling.

Recommendation: The member is encouraged to evaluate with the supplier the production process after each season and, where needed, adapt its future planning.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.16 Member company can demonstrate the link between its buying prices and wage levels at production locations.	Intermediate	Understanding the labour component of buying prices is an essential first step for member companies towards ensuring the payment of minimum wages - and towards the implementation of living wages.	Interviews with production staff, documents related to member's pricing policy and system, buying contracts, cost sheets including labour minutes.	4	6	0

Comment: Kuyichi has a basic understanding of the wage levels at most of its suppliers and connects this understanding to its own buying prices. Kuyichi has estimated the number of actual sewing minutes needed for a style and therefore has basic insight into the labour component of its prices. Suppliers set the prices, and Kuyichi conducts a plausibility check to ensure that wage levels are consistent with these prices. The brand aims to avoid pressuring suppliers on pricing and keeps wage costs non-negotiable. Due to inflation in Türkiye, Kuyichi often needs to adjust its prices accordingly.

Kuyichi is trying to implement open costing with all its supplier but has only been successful with some. For this purpose, Kuyichi has organised FairPrice training in their two main suppliers in Türkiye.

Recommendation: Kuyichi could provide suppliers who are reluctant to work with fact-based costing, training on product costing and how to quote prices including (direct and indirect) labour costs. Fair Price product owners are available to conduct such training in all Fair Wear production countries.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.17 All sourcing intermediaries play an active role in upholding HRDD and Fair Wear's Code of Labour Practices and ensure transparency about where production takes place.	Advanced	Intermediaries have the potential to either support or disrupt CoLP implementation. It is members' responsibility to ensure production relation intermediaries actively support the implementation of the CoLP.	Correspondence with intermediaries, trainings for intermediaries, communication on Fair Wear audit findings, etc.	4	4	0

Comment: Kuyichi collaborates with an agent in Türkiye who assists with finding new suppliers, conducting quality control, and performing production checks. In addition, the agent plays a role in supporting human rights due diligence (HRDD) and implementing the Code of Labour Practices (CoLP), including onboarding new suppliers and following up on improvement plans. Despite working with the agent, Kuyichi maintains direct contact with all its suppliers.

Layer 3 Prevention, mitigation and remediation

Possible Points: 90
Earned Points: 60

Indicators on the quality and coherence of a members' prevention and remediation system

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.1 Member company integrates outcomes of human rights risk identification (layer 2) into risk prioritisation and creates subsequent action plans.	Intermediate	Based on the risk assessment outcomes, a factory risk profile can be determined with accompanying intervention strategies, including improvement and prevention programmes.	Overview of supplier base with accompanying risk profile and follow-up programmes.	4	6	0

Comment: Kuyichi has prioritised risks and created action plans per supplier, counting for 100% of the total FOB. The action plans are more comprehensive for the main suppliers compared to some of the other suppliers, where the actions primarily focus on audit monitoring. Overall, the action plans match the supplier risk profiles. In addition to the supplier- specific action plans, Kuyichi has drafted a 'company-wide' prevention and improvement plan to remediate, mitigate and prevent risks in its supply chain.

The action plans consist of both improvement and preventive actions. As the labour standard risk are high-level risks and the improvement actions mainly refer to 'audit monitoring', is is difficult to understand from the action plan which actions Kuyichi is planning to undertake and what the actual improvement points are in the factory. Additionally, for many labor standards, Kuyichi has not outlined any preventive actions. Kuyichi's actions plan does not yet include a budget or timeline.

Recommendation: Fair Wear recommends the member too further improve its action plans by including more detailed improvement and preventive actions and adding a timeline and budget to all the actions.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Intermediate	The prevention and improvement programmes should ensure equitable outcomes. Thus, a gender lens should be incorporated in all programmes regardless of whether or not the programme is specifically about gender.	Proof of incorporation of the gender lens in follow up programmes, including stakeholder input.	4	6	0

Comment: Kuyichi has developed a gender equality strategy. In this strategy, the member brand describes its 10-step plan to work on gender equality in its supply chain. In the next phase of the Fair Wear and RVO research project on gender equality and living wages in Türkiye's garment sector, Kuyichi will implement improvement and prevention actions as part of its main suppliers' action plans. If they are successful, they plan to implement these actions in more suppliers.

Currently, the actions identified are specifically to mitigate or prevent the risk of discrimination and violence and harassment in Kuyichi's supply chain. Kuyichi has yet to include a gender lens in action plans for other risks.

Recommendation: Fair Wear recommends Kuyichi to make the gender lens in its action plans more comprehensive.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.3 Member company's action plans include steps to encourage freedom of association and effective social dialogue.	Intermediate	Freedom of Association and Collective Bargaining are enabling rights. Therefore, ensuring they are prioritised in improvement and prevention programmes can help support improvements in all other areas.	Available prevention and improvement programmes, including stakeholder input.	4	6	0

Comment: Kuyichi included some steps to encourage freedom of association (FoA) and effective social dialogue in its action plans. These steps include evaluating the effectiveness of the grievance mechanism during visits and conducting worker surveys on FoA. The member has yet to make these steps more comprehensive and detailed. In the brand's gender equality strategy, Kuyichi has included steps to address the specific risks for women when it comes to FoA.

The member has started to implement some of these steps. For example, Kuyichi has already conducted supplier surveys on FOA and started to check previous worker training report on the quality of the content.

Recommendation: Fair Wear recommends Kuyichi to include more comprehensive steps in its action plans.

Kuyichi is strongly encouraged to ensure worker representatives are involved in the steps that the member takes to promote freedom of association and effective social dialogue.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.4 Member company actively supports a factory-level grievance mechanism.	Advanced	Fair Wear's complaints helpline is a safety net in case local grievance mechanisms do not provide access to remedy. Members are expected to actively support and monitor the effectiveness of operational-level grievance mechanisms as part of regular contact with their suppliers.	Communication with suppliers, responses to grievances, minutes of internal worker committees, evidence of democratically elected worker representation, evidence of handled grievance, review of factory policies, and proof of effective social dialogue.	6	6	0

Comment: Kuyichi monitors its supplier grievance mechanisms systematically through onsite assessments, checks during visits, and inquiries about its functionality in supplier surveys. The brand also monitors the amount of complaints that come in via the grievance mechanism, when no grievances are filed the member brand sees this as a indicator that the mechanism is not functioning effectively. The assessment of the suppliers grievance mechanism is included in Kuyichi's supplier risk assessment.

Additionally, Kuyichi follows up on issues related to factory-level grievance mechanisms when they come up in CAPs. For example, one of its suppliers had placed the grievance box in an inappropriate location and lacked clear instructions on how the grievance mechanism works. Kuyichi assisted the supplier in revising its policies and procedures, and the brand request photographic proof to confirm that the complaint box was relocated to a more suitable spot.

To support the grievance mechanism, Kuyichi is planning to organise an onboarding training in one of its suppliers next year.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.5 Member company collaborates with other Fair Wear members or customers of the production location.	Advanced	Cooperation between Fair Wear members increases leverage and the chances of successful outcomes. Cooperation also reduces the chances of a factory needing to conduct multiple improvement programmes about the same issue with multiple customers.	Communication between different companies.	6	6	0

Comment: Kuyichi cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and complaints. Furthermore, they also cooperate with other customers that are not Fair Wear member.

Next to that, the member cooperates in taking more preventive measures, such as joint living wage and gender equality work.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	75%	Fair Wear expects members to show progress towards the implementation of improvement programmes. Members are expected to be actively involved in the examination and remediation of any factory-specific problem.	Progress reports on improvement programmes.	6	6	-2

Comment: In the last financial year, Kuyichi received 3 Fair Wear full assessment reports and CAPs.
During the performance check, the member could demonstrate with a sample that more than two third of the CAP issues requiring improvement actions have been followed up.

The CAP issues that require improvement actions and are still open are issues that are more complex or structural such as living wages, and therefore need more time to be remediated.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.7 Degree of progress towards implementation of prevention programme.	Intermediate progress	Fair Wear expects members to show progress towards the implementation of prevention programmes. With this indicator, Fair Wear assesses the degree of progress based on the percentage of actions addressed within the set timeframe.	Update on prevention programmes.	4	6	-2

Comment: Kuyichi has not yet formally conducted a root cause analysis of the CAP issues within its suppliers. However, root cause analysis is a key component of the Fair Wear and RVO research on gender equality, in which Kuyichi actively participates. Through this research they identified patriarchal judgements in Türkiye to be as a root cause of violence and harassment in Turkish factories. To address this root cause the member has started to develop some preventive steps, which the brand included in its supplier action plans. These actions include providing workers with gender training and support the implementations of violence and harassment committees

Additionally, Kuyichi has performed a self-assessment on its purchasing practices to determine if its own actions might be a root cause of issues within its supply chain. This assessment led to the identification of company-wide preventive measures, including the implementation of a two-way Code of Conduct.

Recommendation: Fair Wear recommends Kuyichi to identify root causes of CAP issues together with its suppliers.

Fair Wear recommends Kuyichi to translate its root cause analysis into concrete preventive actions as part of the risk profiles.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.8 Member company validates risk profile and maintains regular dialogue with factories where no action plan is needed.	No factories in the respective risk profile	When no improvement or prevention programme is needed, Fair Wear expect its member companies to actively monitor the risk profile and continue to mitigate risks and prevent human rights abuses.	Use of Fair Wear workers awareness digital tool to promote access to remedy. Evidence of data collected, worker interviews, monitoring documentation tracking status quo.	N/A	6	0

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Advanced	Member companies should identify excessive overtime caused by the internal processes and take preventive measures. In addition, members should assess ways to reduce the risk of external delays.	This indicator rewards self-identification of efforts to prevent excessive overtime. Therefore, member companies may present a wide range of evidence of production delays and how the risk of excessive overtime was addressed, such as: reports, correspondence with factories, collaboration with other customers of the factory, use of Fair Wear tools, etc.	6	6	0

Comment: In the previous year, two audit reports identified issues related to excessive overtime. Both findings uncovered problems with the factory's overtime records and overtime payment. Kuyichi, in collaboration with the supplier, took action to address these findings.

Kuyichi conducted a self-assessment based on the principles of the Common Framework of Responsible Purchasing Practices to identify any practices that might contribute to excessive overtime at its suppliers. From this assessment the brand identified improvement actions, for example, to further specify the critical dates and responsibilities in its production planning.

According to Kuyichi, overtime issues in its factories are primarily driven by production planning from other customers. Additionally, the brand found that internal planning could be improved at some suppliers. As a result, Kuyichi has incorporated actions to support and enhance its suppliers' internal planning processes into its action plan.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.10 Member company adequately responds if production locations fail to pay legal wage requirements and/or fail to provide wage data to verify that legal wage requirements are paid.	Intermediate	Fair Wear members are expected to actively verify that all workers receive legal minimum wage. If a supplier does not meet the legal wage requirements or is unable to show they do, Fair Wear member companies are expected to hold the management at the production location accountable for respecting local labour law.	Complaint reports, CAPs, additional emails, Fair Wear Audit Reports or additional monitoring visits by a Fair Wear auditor, or other documents that show the legal wage issue is reported/resolved.	2	4	-2

Comment: In the previous year, two out of three audits included findings regarding non-payment of legally required wage elements. In one supplier, workers did not use their annual leave. Instead, the annual leave was paid out as benefits. Kuyichi, in collaboration with other Fair Wear member brands, addressed this issue with the supplier. The supplier explained that workers preferred to receive the payment instead of taking the leave. However, the member brands stressed the importance of annual leave for workers' well-being. The supplier agreed to encourage workers to take their leave in the future and now requires workers to sign a document confirming their preference to have leave paid out. These signed documents are sent to the brand for verification.

The other finding was related to a broken time record, which means that overtime was not recorded for a period of time. The supplier ensure that the time record was fixed short after the assessment took place. The member brand(s) verified this by regularly asking to see the time record. The member has not ensured any retroactive payment of the missed overtime hours or social security.

There was also a finding of double bookkeeping at the supplier from which Kuyichi exited in the previous financial year. Before initiating the responsible exit strategy, Kuyichi successfully persuaded the factory to transition a few workers to single bookkeeping.

Recommendation: Fair Wear strongly recommends Kuyichi to ensure problems of payments below legal minimum wages are not just prevented going forward but also remediated retroactively.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.11 Degree to which member company assesses and responds to root causes of wages lower than living wages in production locations.	Basic	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach.	Member companies may present a wide range of evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, wage data/wage ladders, gap analysis, correspondence with factories, etc.	2	6	0

Comment: Kuyichi has a basic overview of its suppliers' wage levels. Currently, non of the brand's suppliers pay a living wage. According to the member the root causes of the wages being lower than living wage is the high inflation and the pricing competition within the garment market.

For its main suppliers, Kuyichi is aware of the gap between current wages and living wages. The brand is focused on implementing open costing practices with all suppliers and is exploring opportunities to collaborate with other Fair Wear members at shared suppliers to work towards living wages.

The member has yet to develop a systemic and time-bound approach to get wages increased towards a living wage.

Recommendation: Fair Wear encourages Kuyichi to discuss with suppliers about different strategies to work towards higher wages and develop a systemic and time-bound approach.
The member should involve worker representatives and local organisations in assessing root causes of wages lower than living wages. It is advised that the outcomes of the root cause analysis are discussed internally and with top management, to form a basis for an embedded strategy.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.12 Member company determines and finances wage increases.	Basic	Member companies should have strategies in place to contribute to and finance wage increases in their production locations.	Analysis of wage gap, strategy on paper, demonstrated roll out process.	2	6	0

Comment: Kuyichi has an overview of wages paid in most of its production locations and has begun setting living wage benchmarks for its main suppliers, engaging in discussions about wage increases with these factories.

Kuyichi has started to address the topic of living wage internally, and started analysing the costs of financing wage increases across its supply chain, however due to the high inflation the calculations need to be redone.

Currently, the brand does not have a strategy on how to finance wage increases at its suppliers.

Requirement: Kuyichi should analyse what is needed to increase wages and develop a strategy to finance the costs of wage increases.

Recommendation: Fair Wear recommends Kuyichi to enrol in the Living Wage programme on Fair Wear's learning platform.

In determining what is needed and how wages should be increased, it is recommended to involve worker representation.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.13 Percentage of production volume where the member company pays its share of the living wage estimate.	0%	Fair Wear requires its member companies to act to ensure a living wage is paid in their production locations to each worker.	Member company's own documentation such as reports, factory documentation, evidence of Collective Bargaining Agreement (CBA) payment, communication with factories, etc.	0	6	0

Comment: Kuyichi does not contribute to higher wages at any of its production locations.

Requirement: Kuyichi is expected to begin setting a target wage for its production locations.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.14 Member addresses grievances received through Fair Wear's helpline in accordance with the Fair Wear's Access to Remedy Policy.	Intermediate	Members are expected to actively support the operational-level grievance mechanisms as part of regular contact with their suppliers. The complaints procedure provides a framework for member brands, emphasising the responsibility towards workers within their supply chain.	Overview of supporting activities, overview of grievances received and addressed, etc.	2	4	-2

Comment: Kuyichi received one complaint in the past financial year about Legally binding employment relationship at its suppliers in Türkiye.

The member, together with other Fair Wear member brands, actively responded to these complaint as per Fair Wear's Complaints Procedure, and the complaint was resolved.

Although the complaint resulted from workers' lack of awareness of their rights, Kuyichi did not take any steps in 2023 to prevent similar complaints from occurring in its supplier(s) in Türkiye.

Recommendation: Kuyichi is recommended to take steps to prevent similar complaints from occurring at its supplier or in its supply chain, for example through training.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.15 Degree to which member company implements training to address the risks identified.	Basic	Training programmes can play an important role in improving working conditions, especially for more complex issues, such as freedom of association or gender-based violence, where factory-level transformation is needed.	Links between the risk profile and training programme, documentation from discussions with management and workers on training needs, etc.	2	6	0

Comment: Kuyichi has some CAP findings where training is a recommended follow-up action.
In the past three years, Kuyichi has organised one WEP training and 2 FairPrice training. In addition, the brand is checking the training reports of past training conducted at its suppliers.

In the next financial year, Kuyichi plans to organise onboarding training for one of its newer suppliers and gender training for two of its main suppliers.

Requirement: Kuyichi needs to follow up on CAP findings that show workers are not aware of the Code of Labour Practices by enrolling those suppliers in an appropriate training module.

Recommendation: The member is recommended to implement training for all factories where this is part of its action plan.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.16 Degree to which member company follows up after a training programme.	Intermediate	Training is a crucial tool to support transformative processes but complementary activities such as remediation and changes at the brand level are needed to achieve lasting impact	Evidence of engagement with factory management regarding training outcomes, documentation on follow-up activities, and proof of integration into further monitoring and risk profiling efforts.	4	6	0

Comment: Kuyichi followed up on the implemented training by setting a meeting with the supplier to discuss the outcomes. Both management and employees were positive about the training. Kuyichi found that the training provided them with an opening to further discuss the topic of living wages with its supplier and define the next steps.

However, it is unclear how Kuyichi has utilised the results of the training in its human rights risk monitoring.

Recommendation: Fair Wear recommends Kuyichi to use the training results as input for Kuyichi's human rights due diligence.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.17 The member company's human rights due diligence system includes a responsible exit strategy.	Advanced	Withdrawing from a non-compliant supplier should only be the last resort when no more impact can be gained from other strategies. Fair Wear members must follow the steps as laid out in the responsible exit strategy.	Exit strategy policy, examples of supplier communications.	4	4	0

Comment: Kuyichi's human rights due diligence system includes a responsible exit strategy, which is described in its Code of Conduct, which all its suppliers sign.

In the past financial year, the member stopped with one supplier. The member followed the steps of the responsible exit strategy and checked the social impact of its exit. As the brand's leverage in the factory was minimal, this impact was found to be limited.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.18 Member company's measures, business practices and/or improvement programmes go beyond the indicators or scope.	Basic	Fair Wear would like to reward and encourage members who go beyond the Fair Wear policy or scope requirements. For example, innovative projects that result in advanced remediation strategies, pilot participation, and/or going beyond tier 2.	Overview of Human Right risk monitoring, remediation and prevention activities and processes.	2	6	0

Comment: Kuyichi undertakes activities related to human rights that go beyond FairWear's scope. The member brand has direct relationships with most of its fabric and trim suppliers. These suppliers are required to follow all Kuyichi's policies, and the member brand visits the supplier regularly to monitor human rights conditions. For part of its production, they even have direct relationships at the farm level, and the brand's denim supplier also performs audits at the farm level.

However, Kuyichi has not yet systematically implemented improvement and prevention actions beyond the scope of Fair Wear's guidelines.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 18
Earned Points: 16

Indicators related to communication

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.1 Member company actively communicates about Fair Wear membership.	Advanced	Fair Wear membership includes the need for a brand to show its efforts, progress, and results. Fair Wear members have the tools and targeted content to showcase accountability and inform customers, consumers, and retailers. The more brands communicate about their sustainability work, the greater the overall impact of the work of the Fair Wear member community.	Member website, sales brochures, and other communication materials.	4	4	0

Comment: Kuyichi communicates accurately about Fair Wear membership on its website. The member also uses other channels, for example social media, to inform customers and stakeholders about Fair Wear membership.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.2 Member company sells external brands with a Human Rights Due Diligence system (if applicable).	No reselling of external brands	Some member companies resell other brands, which Fair Wear refers to as 'external production'. These members are expected to investigate the Human Rights Due Diligence system of these other brands, including production locations and the availability of monitoring information.	External production data in Fair Wear's information management system, collected information about other brands' human rights due diligence systems, and evidence of external brands being part of other multi-stakeholder initiatives that verify their responsible business conduct.	N/A	4	0

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.3 Human rights due diligence reporting is submitted to Fair Wear and is published on the member company's website.	Advanced	The social report is an important tool for member companies to share their efforts with stakeholders transparently. The social report explicitly refers to the workplan and the yearly progress related to the brands goals identified in the workplan.	Social report.	4	4	0

Comment: Kuyichi has submitted its social report, which Fair Wear approved. Kuyichi has also published the report on its website.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.4 Member company engages in advanced reporting activities.	Intermediate	Good reporting by members helps ensure the transparency of Fair Wear's work and helps share best practices within the industry. This indicator reviews transparency efforts reported beyond (or included in) the social report.	Brand Performance Check, audit reports, information about innovative projects, specific factory compliance data, disclosed production locations (list tier 2 and beyond), disclosure of production locations, alignment with the Transparency Pledge.	2	4	0

Comment: Kuyichi published its social report, which includes its full factory list, factory-level data and remediation results, on its website. The factory level data Kuyichi included are the factory name, country, relation, process, product, % of FOB, latest audit and certification. Per factory, the member brand has described its relationship with the factory and some information on the latest audit findings and improvement point.

Kuyichi has yet to disclose its supplier time-bound prevention, remediation and mitigation actions.

Recommendation: Fair Wear recommends Kuyichi to publish concrete remediation action for its suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.5 Member company has a system to track implementation and validate results.	Advanced	Progress must be checked against goals. Members are expected to have a system in place to track implementation and validate the progress made.	Documentation of top management involvement in systematic annual evaluation includes meeting minutes, verbal reporting, PowerPoint presentations, etc. Evidence of worker/supplier feedback.	6	6	0

Comment: Kuyichi has a system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations. The member brand tracks supplier level progress through its supplier risk assessment, where they provide an overview of the change in risk score per labour standard over time.
Furthermore, Kuyichi evaluates its own purchasing practices every year, in 2022 the brand also included suppliers in this assessment, which they plan again in the next year. The brand also conduct an annual gender assessment of its own practices and its supply chain.

To discuss progress and validate results, Kuyichi holds regular meetings with suppliers.
The internal evaluation system also involves top management, who are updated through regular meetings.

Recommendation: The member is advised to include feedback from workers in its evaluation system.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.6 Level of action/progress made on requirements from previous Brand Performance Check.	No requirements were included in the previous Brand Performance Check	In each Brand Performance Check report, Fair Wear may include requirements for changes to management practices. Progress on achieving these requirements is an important part of Fair Wear membership and its process approach.	Member should show documentation related to the specific requirements made in the previous Brand Performance Check.	N/A	4	-2

Comment: In the previous performance check, no requirements were included.

5 Appreciation chapter

5.1 Member company publicly responded to problems/allegations raised by consumers, the media, or NGOs.: Not applicable

5.2 Member company actively participated in lobby and advocacy efforts to facilitate an enabling environment in production clusters.: Yes

Comments: Kuyichi supported the lobbying of both European and Dutch due diligence legislation. They co-signed letters and actively shared their support for legislation on social media. They also participated in CNV's advertisement for legislation.

5.3 Member company actively contributed to industry outreach, visibility, and learning in its main selling markets.: Yes

Comments: Kuyichi actively collaborates with Fair Wear and other organisations to increase visibility and share learnings on HRDD with the industry. They even performed two Fair Wear webinars: one on responsible contracting, which was held together with the Responsible Contracting Project, and one on the Fair Wear and RVO research project on gender equality and living wages in the garment sector of Türkiye.

Recommendations to Fair Wear

Kuyichi recommends that Fair Wear actively share its knowledge of best practices with all member brands. Additionally, the brand would appreciate being more informed about Fair Wear's' ongoing projects and what to expect in the coming year. Lastly, Kuyichi urges Fair Wear not to overlook the needs of smaller brands.

Brand Performance Check details

Date of Brand Performance Check: **16-07-2024**
Conducted by: **Sanne Beukers**