



Brand Performance Check

EDELRID GmbH & Co. KG

This report covers the evaluation period 01-01-2024 to 31-12-2024

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: 114

Possible score: 196

Benchmarking Score: 58

Performance Benchmarking Category: Good



Summary:

Edelrid has shown progress and met most of Fair Wear's performance requirements. With a total benchmarking score of 58, the member is placed in the Good category.

Edelrid is a German mountain sports supplier. Technical goods for the climbing industry are Edelrid's main business, and 46% of its total FOB comprise garments, footwear, bags and luggage. However, Edelrid sees Fair Wear membership as a strategic approach, supports Human Rights Due Diligence and wants to use these inputs for its hard goods as well. Since the economic situation in recent years proved challenging for the garment sector, Edelrid made the decision to phase out its garment line by 2026, representing 4% of Edelrid's total FOB and 8.6% of FOB within Fair Wear's scope.

The member has 15 active suppliers, including production locations for supporting processes. Edelrid's sourcing strategy is committed to long-term relationships and consolidating its supplier base. Edelrid works with an intermediary for only one of its production locations. The member has framework purchasing agreements with its suppliers, which have been recently updated. The new contracts, which will include shared responsibility for the Code of Labour Practices, still need to be signed with the suppliers.

Edelrid conducts risk scoping on sector, country, business model, sourcing model and product level. The risk scoping includes all eight labour standards and a gender lens. The member also does a risk assessment for most of its suppliers, using information from audits and supplier questionnaires.

Edelrid's factory action plans match the factory risk profiles, and the member brand could demonstrate with a sample that up to more than two-thirds of the Corrective Action Plan (CAP) issues requiring improvement actions have been followed up on and verified. At shared factories, Edelrid collaborated with a Fair Wear member brand and another customer to work on CAP findings. The member brand has also started looking into the root causes of risks in its supply chain. Fair Wear recommends further developing the analysis to address all root causes. Since two of Edelrid's main production countries are China and Vietnam, Fair Wear recommends that Edelrid gain more insight into how to enable an environment to support Freedom of Association and social dialogue at its production locations.

Although Edelrid has made some progress regarding wage payments - amongst others, a gender pay gap project at its production location in Germany - the non-payment of a legal minimum wage and the gap towards a payment of a living wage are among the most common issues where most findings arise in factory assessments and grievances. Fair Wear recommends that Edelrid works on gaining insight into the labour component of its buying prices, with the aim of subsequently implementing wage increases aligned with Fair Wear guidance and target wage definitions.

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 EDELRID GmbH & Co. KG

Member company information

Member since: 1 Jul 2021

Product types: Footwear, Outdoor wear and outdoor products, Sportswear and Bags and luggage

Percentage of turnover of external brands resold 0%

Member of other MSI's/Organisations Bluesign

Number of grievances received last financial year 4

Basic requirements

Definitive production location data has been submitted for the financial year under review? Yes

Projected production location data have been submitted for the current financial year? Yes

Membership fee has been paid? Yes

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

Production Country	Number of production locations	Percentage of production volume
Viet Nam	3	38.15%
Germany	1	32.96%
China	8	25.29%
Portugal	1	2.79%
Pakistan	2	0.8%

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: [Edelrid has a solid Human Rights Due Diligence policy in place. Edelrid has published its Human Rights Due Diligence policy.](#)

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 grievance 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: [Edelrid 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: Edelrid 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: 78

Earned Points: 50

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.	Intermediate	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.	4	6	0

Comment: Edelrid has a sourcing strategy addressing influencing labour conditions. The member has 15 active suppliers. 94% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. 4% of the production volume comes from suppliers where Edelrid buys less than 2% of its total FOB.

Edelrid's sourcing strategy does not explicitly focus on increasing influence through active cooperation with other clients. The member brand can demonstrate consolidation by having a small supply chain.

Recommendation: Edelrid could include in its sourcing strategy a plan to increase influence on suppliers by cooperating with other buyers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.2 Member company's sourcing strategy is focused on building long-term relationships.	Basic	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.	2	6	0

Comment: Edelrid has a sourcing strategy that focuses on maintaining long-term relationships. 86% of the member's total FOB volume comes from suppliers with whom Edelrid has a business relationship for at least five years. The member does not commit to long-term contracts yet.

Recommendation: Fair Wear recommends Edelrid to commit to long-term contracts.

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: Edelrid conducts risk scoping at the country level for all eight labour standards. Edelrid uses Fair Wear's risk-scoping tool to identify country risks and the likelihood and severity of the risks, and then classifies the risks into a risk level and a risk matrix. In its risk scoping, the member brand has accurately assessed the impact and prevalence of the risks. For instance, Edelrid has assessed a high risk of forced labour and limited Freedom of Association (FoA) in China. The risk scoping includes a gender lens for country risks. In addition, Edelrid has done a risk scoping on business model, sourcing model and product level. For example, the member has identified that its limited number of product cycles and corresponding longer response times reduces the risk of excessive overtime. Edelrid includes input from workers, suppliers, and stakeholders in its risk scoping through supplier questionnaires and the use of stakeholder-validated information via Fair Wear's risk scoping tool. Edelrid has yet to include input from workers and stakeholders for countries where Fair Wear is not active. To date, Edelrid's sourcing strategy does not mention a preference for countries where workers can freely form or join a trade union and/or bargain collectively.

Recommendation: The member is recommended to include input from workers, suppliers, and other stakeholders in its risk scoping exercise for countries where Fair Wear is not active. Fair Wear strongly recommends Edelrid to privilege 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 Edelrid to inform new suppliers about Fair Wear membership by sending an information package with all requirements before finalising the first purchase order. When onboarding a new supplier, the member brand starts a dialogue with suppliers about human rights and how the supplier and Edelrid can cooperate on this topic. Edelrid has not onboarded new suppliers in 2024.

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.	2nd+ year member and no new production locations selected.	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.	N/A	6	0

Comment: Edelrid collects human rights information from potential new suppliers by collecting supplier self-assessments through a recently updated supplier questionnaire, existing audit reports, and conversations with competitors. The member's sourcing decisions are influenced by the answers in the supplier questionnaires and a supplier's willingness to cooperate with Edelrid, for example, on resolving audit findings. It is not Edelrid's standard process to collect information from workers or stakeholders before finalising the first purchase order and to inform the sourcing decision. Edelrid has not onboarded new suppliers in 2024.

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.	No production locations in the first year of business.	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.	N/A	6	0

Comment: In 2024, Edelrid has not added any new suppliers. In 2023, Edelrid added two new suppliers, of which it only conducted onboarding training for one. An onboarding session at the other supplier has not been organised yet.

Recommendation: Edelrid 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.	Advanced	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.	6	6	0

Comment: Edelrid has a systematic approach to assessing human rights risks in its supply chain on a country level and has assessed the risks for its main production locations in China, Vietnam, Pakistan, Germany and Portugal. The member uses its supplier questionnaire, Fair Wear factory assessments and external audits, information from complaints, and exchanges with other member brands to identify potential harms/risks in its factories. The member brand visits once a year to collect more information on-site. Aside from supplier input, the tools Edelrid uses for its risk assessment do not explicitly include worker or other stakeholder input. Edelrid has not conducted a risk assessment for some of its suppliers where the member brand has communicated that it will terminate the business relationship. Here, Edelrid is following the steps of its responsible exit strategy (indicator 3.17).

Recommendation: Edelrid could further enhance its risk assessment process by incorporating input from workers and stakeholders, especially in countries where Fair Wear is not active.

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).	Intermediate	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.	4	6	0

Comment: Edelrid has mapped the risks to FoA in all its sourcing countries and can explain the main risks per country, including those affecting women workers. The risks identified are that FoA is nonexistent in some countries, union trade busting, ineffective worker councils and workers having no access to independent trade unions. Edelrid includes questions on FoA in its annual supplier questionnaire to ensure supplier-level monitoring of the risk of FoA violations. The member triangulates the collected information with audit reports. Edelrid has yet to use this information to inform itself on how to further engage with its suppliers on this topic.

Recommendation: Edelrid can engage further with its suppliers on the specific risks to FoA to further determine influence and impact at the supplier level. Edelrid should include risks specific to women workers in its risk assessment regarding FoA at its suppliers.

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.	Intermediate	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.	4	6	0

Comment: Edelrid has incorporated gender into its human rights risk identification at the country level. Additionally, Edelrid started to collect gender data for each factory. Here, the member brand focused on the distribution between women and men workers in terms of job position, migration background, workers with disabilities and parental leave. This information is collected through the supplier questionnaire. For its production location in Germany, the member brand conducted a gender pay gap analysis. The member has yet to analyse the collected gender-disaggregated data at the factory and country levels for its other sourcing countries.

Recommendation: Fair Wear recommends to extend its data collection per factory and that the member start analysing the gender data collected at the country and factory level and connect them comprehensively. Fair Wear's gender instruments can be helpful.

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: Since 2024, Edelrid systematically evaluates suppliers' human rights performance every year by using a supplier questionnaire, audit results and evaluating a supplier's willingness to cooperate with Edelrid on human rights issues. Occasionally, the outcome of this evaluation influences purchasing decisions. For example, Edelrid has set order incentives for one of its Chinese suppliers to improve cooperation on the follow-up of Corrective Action Plans (CAPs). At its Pakistani supplier, Edelrid placed an order for a second product type rather than seeking an additional new supplier. Edelrid has not yet shared the evaluation outcome with its suppliers and their worker representatives.

Recommendation: Fair Wear recommends that the member brand ensure that the evaluation of its suppliers' human rights performance is systematically considered in purchasing decisions. The criterion of corporate responsibility should be given the highest importance in supplier evaluation. Fair Wear also recommends Edelrid to share and discuss the outcome of the supplier evaluation with all its suppliers and their worker representatives.

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: There is no evidence of missing first-tier locations or subcontractors in the database. The member takes measures to prevent unauthorised subcontracting or unknown locations. It has a policy on unauthorised subcontracting and shares it with suppliers. The member also actively prevents unauthorised subcontracting, for example, by visiting suppliers during production cycles or conducting Fair Wear factory assessments.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.12 Member company extends its due diligence approach to homeworkers.	Advanced	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.	4	4	0

Comment: Factory assessments have not identified homeworkers. According to the member, there is a low risk of their suppliers employing homeworkers due to the product category it produces. For instance, personal protective equipment would be difficult to produce at home due to the stringent certification requirements. The member has begun to investigate the specific production processes to verify whether homeworkers are employed. The member has conducted a capacity analysis for one of its Vietnamese suppliers to validate the supplier's claims that no homeworkers are employed.

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.	Insufficient	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.	0	4	0

Comment: In 2024, Edelrid used framework purchase agreements with its suppliers, which form the basis of all orders and stipulate payment terms, liability and penalties. Payment terms are up to 60 days upon receipt of the invoice. An unequal burden is placed upon suppliers by holding them financially responsible for defects without proof of fault. In 2025, the member brand updated its purchase agreements. It will soon roll out new contracts and will discuss the new contract terms with its suppliers. The contracts will include shared responsibility for the Code of Labour Practices. Payment terms will be up to 60 days from the date the goods are loaded onto the agreed means of transport.

Requirement: Edelrid needs to use written contracts with all its suppliers that include shared responsibilities and support the implementation of human rights due diligence.

Recommendation: Fair Wear recommends Edelrid to include the shared responsibility of CoLP implementation in its contracts, including fair payment terms. In its contracts with suppliers, Edelrid could ringfence labour costs to prevent negotiations from negatively affecting wages.

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: There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices. The member includes responsible business practices in job role competencies. For instance, monitoring of labour standards within the framework of Fair Wear and collaborating with CSR on projects is included in the job description of purchasing and product roles. The member has yet to include KPIs to support good sourcing and pricing strategies.

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

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: Edelrid conducts a monthly capacity planning. The member shares its forecast of the year, often one year prior, with its suppliers. The product categories do not depend on seasons. Edelrid knows the factory's production capacity and the capacity needed for its orders for most of its suppliers. For garment suppliers, the member does not know the production capacity due to its small leverage. Edelrid constantly exchanges with its suppliers and adjusts the forecast or works jointly on solutions if suppliers cannot meet the delivery date. The member often covered the airfreight cost in cases of delays or accepted orders to be split.

Recommendation: Fair Wear recommends the member to explore planning production in minutes instead of pieces to better assess its suppliers' production capacity (and wage levels). Furthermore, at suppliers where Edelrid is not a large customer, Fair Wear recommends the member to learn more about their production planning, for example, about peak season.

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.	Basic	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.	2	6	0

Comment: Edelrid has started to look into the wage levels at its suppliers, but has yet to connect this understanding to its buying prices.

Requirement: Edelrid needs to demonstrate an understanding of the link between buying prices and wage levels to ensure its pricing allows for the payment of the legal minimum wage.

Recommendation: Edelrid is encouraged to provide buyers (or other employees involved in price negotiations with suppliers) with training on cost breakdown, for example, using the Fair Price app. Edelrid could provide suppliers who do not work with fact-based costing, training on product costing and how to quote prices that include (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.	Intermediate	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.	2	4	0

Comment: Edelrid works with an intermediary at one factory in Portugal. The member has informed the intermediary of Fair Wear requirements and could show that the intermediary has informed production locations. The member has not yet taken steps to ensure the intermediary actively supports HRDD and the implementation of the CoLP with training or follow-up on specific risks.

Recommendation: Fair Wear recommends Edelrid to enable its intermediaries to support CoLP implementation actively.

Layer 3 Prevention, mitigation and remediation

Possible Points: 96

Earned Points: 48

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.	Advanced	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.	6	6	0

Comment: Edelrid has prioritised risks and created action plans per supplier, accounting for over 80% of the total FOB. These match the risk profile. The member's prioritisation is based on the severity of the risk and whether it needs urgent follow-up. The action plans include a timeline.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Basic	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.	2	6	0

Comment: Edelrid has started to include a gender lens in some of its improvement and prevention steps. For example, the member has added a gender lens to preventive actions related to factory policies. Moreover, for its production location in Germany, Edelrid has conducted a gender pay gap analysis and adjusted wages accordingly. The project also included training for all employees on the topic of gender equality and equal pay.

Recommendation: Edelrid is recommended to extend its gender lens to all action plans and 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.	Basic	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.	2	6	0

Comment: Edelrid included some steps to encourage FoA and effective social dialogue in its action plans. These steps include training for factory management and workers that includes the topic of FoA and social dialogue. The member brand organised two Fair Wear onboarding training sessions in 2024 and 2025 at its Vietnamese and Chinese suppliers, respectively. While the member is deepening its understanding of possible other steps at its respective suppliers, it has yet to make these steps more comprehensive and detailed.

Recommendation: Fair Wear recommends Edelrid to include steps encouraging FoA and effective social dialogue in all action plans and to make steps more comprehensive.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.4 Member company actively supports a factory-level grievance mechanism.	Basic	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.	2	6	0

Comment: Suppliers' factory-level grievance mechanisms are assessed at the start of the business relationship through the supplier questionnaire and are monitored systematically on an annual basis. Edelrid collects information on factory-level grievance mechanisms from audit reports and places it in the context of the information provided in the supplier questionnaire. The member does not yet actively support the effectiveness of factory-level grievance mechanisms.

Recommendation: Fair Wear recommends Edelrid to monitor and support the effectiveness of internal grievance mechanisms at suppliers.

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: Edelrid cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and grievances. At suppliers not shared with other members, Edelrid collaborates with other customers. At one of its Chinese suppliers, the member brand collaborated with another customer to respond to CAPs from an audit that the other customer had already initiated. In the future, Edelrid and this other customer want to jointly organise another factory assessment. Additionally, the member also cooperates in taking more preventive measures, such as organising training.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	70%	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: During the performance check, the member could demonstrate with a sample that more than two-thirds of the CAP issues requiring improvement actions have been followed up on and verified. Examples of improvement actions that were taken include health and safety improvements and training on workers' rights and FoA.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.7 Degree of progress towards implementation of prevention programme.	Basic 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.	2	6	-2

Comment: Edelrid had a basic understanding of the root causes of CAP issues and concluded that the main root causes are a lack of social dialogue, FoA, and a lack of functioning procedures and governmental systems. Edelrid has not yet added preventive actions to the CAPs. The member brand has yet to discuss root causes with its suppliers and identify if these are caused by its purchasing practices.

Recommendation: Fair Wear recommends Edelrid to identify the root causes of all CAP issues together with its suppliers. Fair Wear recommends Edelrid 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.	Intermediate	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.	4	6	0

Comment: Edelrid has two suppliers in Portugal and Germany, where improvement or prevention steps are not needed. These cover just over 35% of the member's total FOB. Edelrid regularly reviews changes to the risk situation by doing on-site visits, staying in dialogue with the supplier, collecting information from supplier questionnaires and comparing this data with the country risk profile that Edelrid updates annually. The member has yet to include worker representatives and/or local unions in discussions with factory management on possible human rights risks.

Recommendation: Edelrid is recommended to ensure worker representation and/or local unions (when appropriate) are included in discussions with factory management on possible human rights risks.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Basic	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.	2	6	0

Comment: In the previous year, one Fair Wear onsite assessment and one external audit report (of the total three audit reports) mention excessive overtime in China. Edelrid analysed the root causes of these findings. Edelrid has discussed the root causes it identified with its suppliers. According to the member, a non-functional working hour registration system is a significant cause for excessive overtime. The member has taken action to address the root causes. The factory will provide time management training for administrative personnel and designate them to monitor daily working hours. Some of Edelrid's suppliers remain reluctant to disclose their working hours. The member has addressed this and promotes transparency about working hours by planning a modular assessment to verify working hours.

Recommendation: Fair Wear recommends Edelrid to address suppliers' reluctance to be transparent about working hours. With its suppliers where excessive overtime occurs, Fair Wear recommends Edelrid to verify whether production is planned with overtime. If production is planned with overtime, the brand should ensure that its products can be produced during regular working hours.

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, one Fair Wear onsite assessment and one external audit included findings regarding non-payment of legal minimum wage/ legally required wage elements, including non-payment of statutory leaves and social security benefits. Edelrid responded to these findings by requesting factory management to hold employee training courses to help employees understand the importance of paying social insurance plans and formulate a social insurance purchase plan according to the actual situation of the company, and purchase social insurance for employees on a quarterly basis until all employees purchase it. However, Edelrid did not request the factory to pay the outstanding social security benefits retroactively. In the case of a non-payment of the legal minimum wage, the member was not yet able to verify that the factory is paying the due hourly wages and plans to conduct a modular assessment for verification and validation purposes. Concerning the non-payment of statutory leave as legally required, Edelrid could verify that the factory drafted a policy and calculation sheet for annual leave payments. The finding was not remediated retroactively.

Requirement: If a supplier fails to comply with legal wage regulations, members are expected to respond in time, identify root causes with factory management, and ensure that local labour laws are respected. Evidence of remediation must be collected.

Recommendation: Fair Wear strongly recommends Edelrid 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: Edelrid has started to look into the wage levels at its suppliers and to discuss the topic of wages with them. Edelrid has not yet done a thorough root-cause analysis to find out why wages at suppliers are below the living wage. The member brand does not yet understand which suppliers pay wages below living wage estimates as a consequence of the member's policies/actions. The member would like to plan a pilot project with its Pakistani supplier on fact-based costing, using the Fair Price app.

Requirement: Edelrid should have an overview of wages paid in its production locations. Edelrid must assess the root causes of wages that are lower than living wages, taking into account its leverage and the effect of its own pricing policy. Edelrid is expected to take an active role in discussing living wages with its suppliers. The Fair Wear wage ladder can be used as a tool to implement living wages, to document, monitor, negotiate and evaluate the improvements at its suppliers.

Recommendation: Fair Wear encourages Edelrid to discuss with suppliers about different strategies to work towards higher wages and develop a systemic and time-bound approach. It is advised to start with suppliers where the member is responsible for a large percentage of production and has a long-term business relationship.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.12 Member company determines and finances wage increases.	Insufficient	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.	0	6	0

Comment: Edelrid does not yet have an overview of wages paid in production locations. The member has not discussed wage increases with its factories. Edelrid does not have a strategy for how to finance wage increases at its suppliers.

Recommendation: To support companies in analysing the wage gap, Fair Wear has developed a calculation model that estimates the effect on FOB and retail prices under different pricing models. It is advised that the strategy for how to finance wage increases is agreed upon by top management.

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.	33%	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.	2	6	0

Comment: Edelrid pays living wages at its fully-owned German supplier, covering 33% of Edelrid's FOB. Edelrid does not contribute to higher wages at any of its other production locations.

Recommendation: Edelrid is encouraged to roll out its approach to other suppliers.

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.	Advanced	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.	4	4	-2

Comment: Edelrid received two grievances in the past financial year from its supplier in Vietnam. One grievance concerned the non-payment of a living wage and the legally binding employment relationship; the second grievance concerned employment that is freely chosen and the legally binding employment relationship. The member actively responded to these grievances as per Fair Wear's Grievance Procedure. The member discussed the grievances with the factory management, collected proof of evidence and supported the investigation and remediation. As a result, one grievance has been resolved, and the other has been closed.

Edelrid included the grievances in CAPs to prevent similar grievances from occurring at its supplier. Two concrete steps are to follow up with factory management, first, on the revision of contracts to ensure a better understanding of the factory's bonus system among the workers, and second, on the factory's resignation procedures.

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: Edelrid has some CAP findings where training is recommended as a follow-up action. The member has enrolled one of its suppliers in a Fair Wear onboarding training programme. This training programme was conducted to raise awareness about the Fair Wear CoLP and the grievance mechanism. The onboarding sessions included discussions aimed at raising awareness about social dialogue. For another supplier where training was a finding in the action plan, training was requested for 2025.

Recommendation: The member brand 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.	Basic	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.	2	6	0

Comment: Edelrid followed up on the implemented training at its Vietnamese supplier by evaluating the training report and discussing it with factory management. The member has not yet used the results of the training as input for its human rights risk monitoring, for example, by adjusting its risk assessment or adding actions to the factory action plan.

Recommendation: Fair Wear recommends Edelrid to use the training results as input for Edelrid'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.	Intermediate	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.	2	4	0

Comment: Edelrid's human rights due diligence system includes a responsible exit strategy. In the past financial year, the member stopped with one supplier in Portugal. The member followed the steps in the responsible exit strategy. Edelrid has not yet discussed the strategy with all its suppliers, but plans to do so when rolling out the new contracts in 2026. Edelrid has begun phasing out its garment line. It communicated the exit to all impacted suppliers 1,5 years in advance, following its responsible exit strategy.

Recommendation: Edelrid could discuss its responsible exit strategy with all its suppliers, for instance, as part of its supplier evaluation.

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.	Member company's activities do not go beyond the indicators or scope.	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.	N/A	6	0

Comment: Edelrid does not undertake activities related to human rights that go beyond Fair Wear's scope.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 22

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: Edelrid communicates accurately about Fair Wear membership on its website. The member also uses other channels to inform customers and stakeholders about Fair Wear membership, such as on-product communication or sharing information during internal sales meetings with retailers.

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

Comment: Edelrid does not sell external brands.

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: Edelrid has submitted its social report, which has been reviewed by Fair Wear. Edelrid 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: Edelrid published its social report, which includes some factory-level data and remediation results, on its website. The factory-level data Edelrid included are an overview of audits, training, complaints, findings and follow-up. Edelrid has yet to disclose its time-bound improvement plans.

Recommendation: Fair Wear recommends Edelrid to publish time-bound plans 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.	Intermediate	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.	4	6	0

Comment: Edelrid has a system in place to track progress and assess whether implemented measures have been effective in preventing and remediating human rights violations. The internal evaluation system involves top management. Edelrid has defined company goals, which include CSR objectives, such as adhering to Fair Wear requirements and implementing the work plan resulting from the performance check. These CSR goals are also connected to the purchasing department and are evaluated yearly. The member does not yet include triangulated information from external sources, such as workers and suppliers, in its evaluation system.

Recommendation: The member is advised to include feedback from workers and suppliers 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.	Intermediate	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.	2	4	-2

Comment: Edelrid followed up on 4 requirements from the previous Brand Performance Check. Together, at least half of the requirements were addressed. There are 3 requirements which the member still needs to act upon. Edelrid needs to use written contracts with all its suppliers that include shared responsibilities and support the implementation of human rights due diligence. The member is also expected to respond in time, identify root causes with factory management, and ensure that local labour laws are respected if a supplier fails to comply with legal wage regulations. Evidence of remediation must be collected. Lastly, Edelrid needs to assess the root causes of wages that are lower than living wages, taking into account its leverage and the effect of its own pricing policy.

Recommendation: Edelrid is strongly recommended to address the requirements that are still outstanding.

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.: Not applicable

Comments: Edelrid is also part of a group called the Audit Alliance Hard Goods (AAHG) with the purpose of combining outdoor brand's business power and good practices to assess the risks specific to, and improve social practices within, the hard goods supply chain.

5.3 Member company actively contributed to industry outreach, visibility, and learning in its main selling markets.: Not applicable

Recommendations to Fair Wear

Edelrid shared that their onboarding process for Fair Wear could have been smoother, but it has improved since then.

Edelrid expressed a wish for more guidance from Fair Wear on specific topics and greater clarity on how Fair Wear expects its member brands to address them. One example is whether it is sufficient to conduct risk scoping on the level of the Code of Labour Practices rather than on the issue level. The member brand also mentioned that facilitating an exchange of scoped risks for non-Fair Wear countries between member brands on the Member Hub would decrease the administrative burden on members.

Another topic Edelrid addressed is guidance around legal minimum wage issues. Fair Wear's brand liaisons offer guidance, but the member brand often misses Fair Wear resources that specify actions brands can take and what brands can ask of their suppliers.

Lastly, Edelrid would find it helpful to compare its HRDD performance to that of other member brands to understand where it could further improve and how to do so.

Brand Performance Check details

Date of Brand Performance Check: 22-10-2025

Conducted by: Leonie Kohn

Interviews with: Sarah Lenz (CSR)

Gianina Illing (CSR)

Dennis Morasch (Head of Customs and Logistics)

Vitus Wuhler (CEO)