

Hakro GmbH
Oberstettener Strasse 41
74575 Schrozberg. Germany

Amsterdam, 15.02.2021

subject: confirmation of FWF membership

I, Alexander Kohnstamm – Director of Fair Wear Foundation – hereby declare that Hakro GmbH has been a member of Fair Wear Foundation (FWF) since 01/01/2021. Membership is open to clothing companies in fashion, work wear and promotional textiles that sign the FWF Code of Labour Practices derived from ILO Conventions and the UN's Guiding Principles on Business and Human Rights.

Hakro GmbH has committed itself to the implementation of the code in their supply chain. FWF supports this process and verifies on brand and factory level that its members do so effectively and make sufficient progress improving working conditions in the factories. Supply chains are complex and fragmented therefore FWF does not certify brands.

Fair Wear Foundation evaluates brand performance against a set of performance indicators during the annual Brand Performance Check. Performance against the indicators will be scored, and based on the scores, Hakro GmbH will be assigned a performance benchmarking category; leader, good, needs improvement or suspended.

Please visit our [website](#) for the most recent Brand Performance Check.

If you have any questions, please feel free to contact us.

Yours faithfully,

A handwritten signature in black ink, appearing to read "AK", with a horizontal line extending to the right.

Alexander Kohnstamm

Director - Fair Wear Foundation