

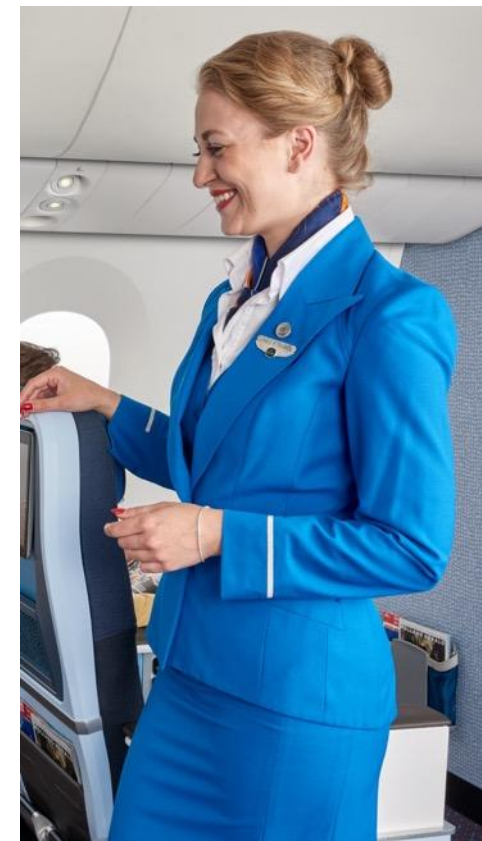


Schijvens
Corporate Fashion

About Schijvens

- Family company, more then 160 year
- 100 colleagues in The Netherlands divided over 4 locations
- 57 colleagues in Mersin, Türkiye
- Design, produce and recycle corporate fashion
- 400.00 people wear our uniforms daily
- Turnover 30 million Euro







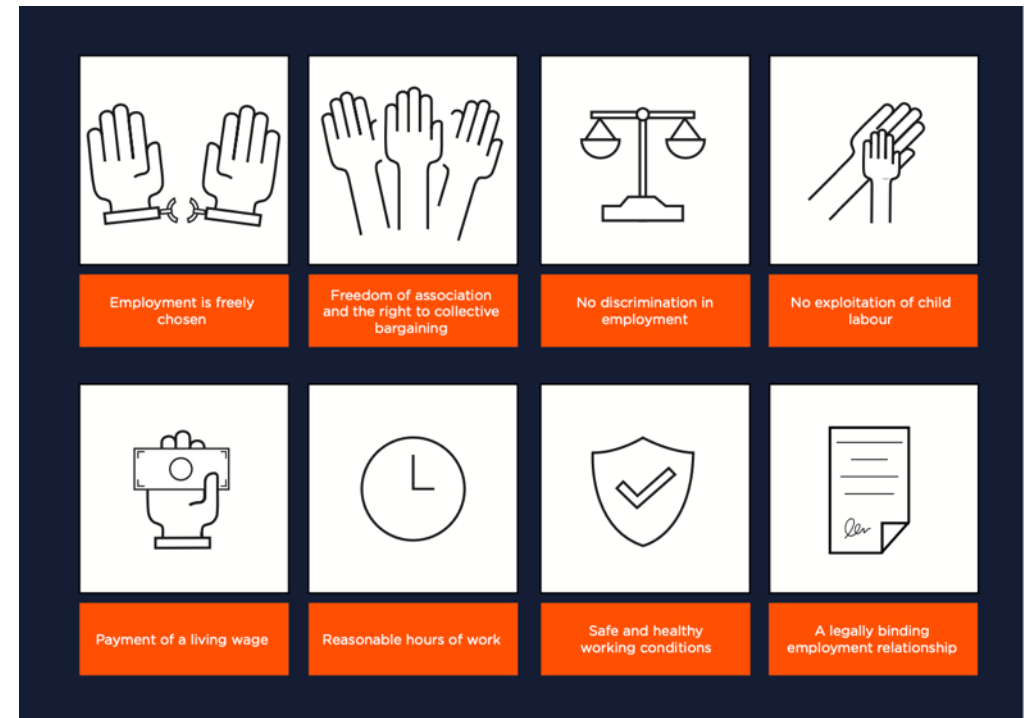






Fair Wear Foundation

- Multi-stakeholder initiative
- Better working conditions in the factories
- 8 points in the Fair Wear labour code
- Focus back









Stupid costs

OPEN YOUR EYES, WE ARE WAISTING
MONEY



APPLAUSE



Total loss of \$400.000,-

HELPING HIM...



THIS...



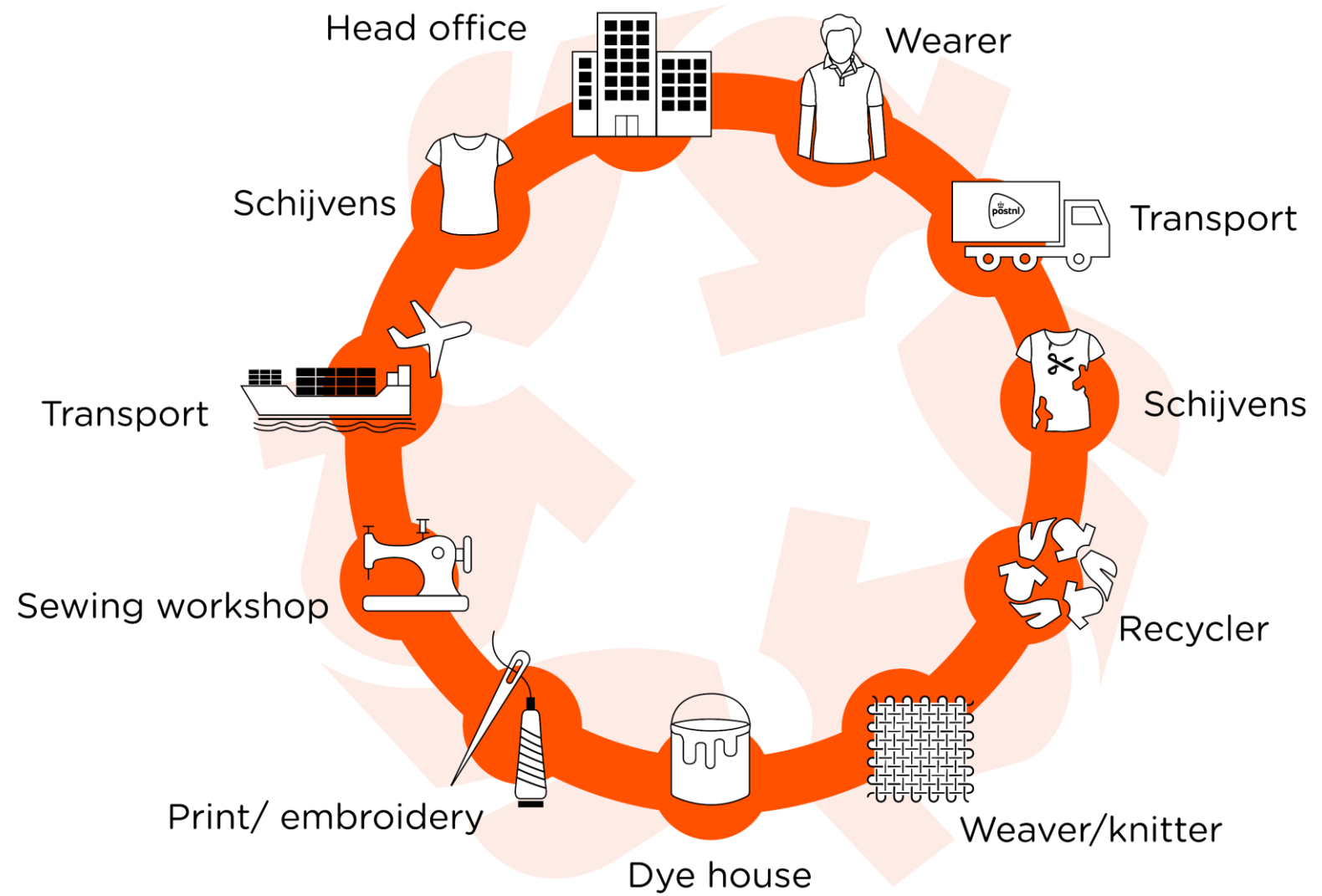
THIS...







Code of conduct





Supplier meeting

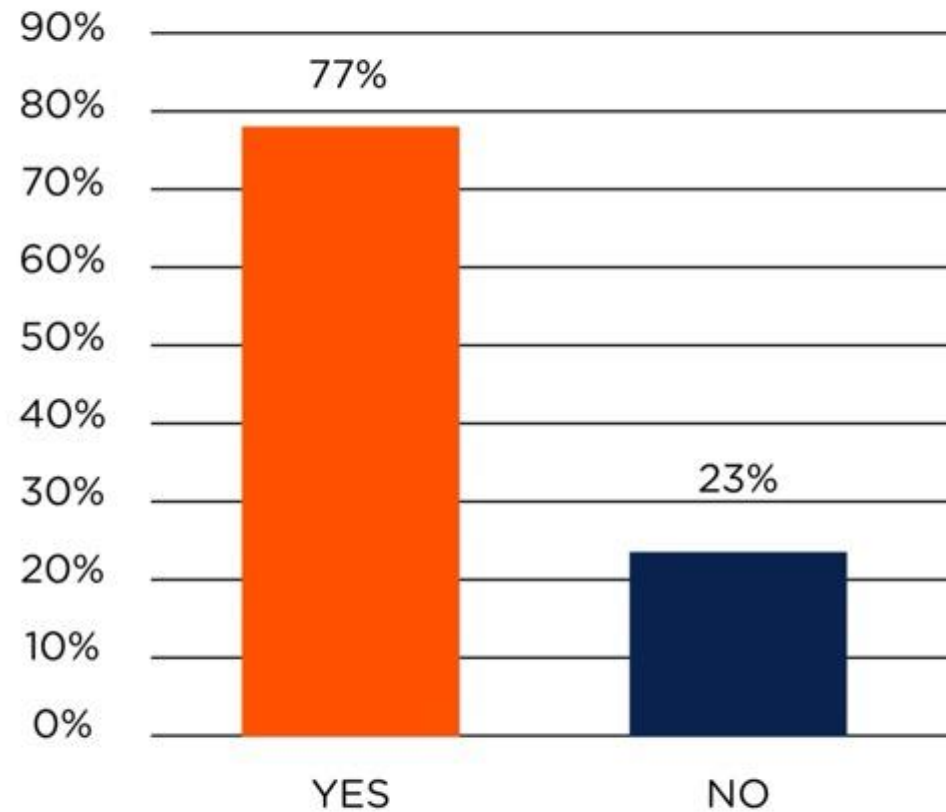
- 2013 Hilvarenbeek, NL
- 2014 Dubai -Sharjah, UAE
- 2015 Hong Kong, China
- 2017 Mersin, Türkiye
- 2018 Karachi, Pakistan
- 2019 Hilvarenbeek, NL
- 2021 Duzce, Türkiye
- 2023 Marrakesh, Morocco
- 2024 Foshan, China
- 2025 Osaka, Japan
- 2027 Portugal



Supply chain



Do you think it is important that your clothing is produced sustainable?



	3935
	2603
	281
	211
	189
	187
	98
	88
	86
	50
	42
	40
	38
	28
	25
	17
	11
	7



Ratio of wages per month



Polo shirt price calculated



Open costing

Mens polo long sleeve				
art or des nr.	example			
	price	quantity	tot price	Living wage upcharge RECYCLED
cost make (maakloon)			\$1,10	
trimmings (fournituren)			\$0,16	
backyoke	0,05	1	\$0,05	
pipng	0,05	1	\$0,05	
bartack	0,02	0	\$0,00	
loops	0,07	2	\$0,14	
pocket	0,1	1	\$0,10	
Embr small	0,08	1	\$0,08	
Embr big	0,12	1	\$0,12	
Leather badge	0,15	1	\$0,15	
badge big	0,7	0	\$0,00	
embroiderie holes	0,05	0	\$0,00	
tape placket	0,07	0	\$0,00	
extra			\$0,00	
extra			\$0,00	
total CMT			\$1,95	\$0,31 \$1,95
	KGS	WEIGHT		
fabric	\$6,70	0,58	\$3,89	\$8,17 \$4,74
collar	\$6,70	0,19	\$1,27	\$1,27
cuffs	\$6,70	0	\$0,00	
total fabric			\$5,16	\$6,01
export formalities			\$0,08	\$0,08
garment price			\$7,19	\$8,04
margin factory		10%	\$0,72	\$0,72
margin qc agent		5%	\$0,40	\$0,40
po garment price			\$8,30	\$9,16
freight/handling etc	14%		\$1,16	\$0,04 \$1,28
garment price in house			\$9,47	\$10,44
garment price euro			\$9,02	19,94
aware tracing		10,27		10,16
price in house			1 9,02	
price in house with living wage				1 9,35
price in house recycled				1 10,10
price in house living wage & recycled				1 10,43
SALES PRICES Schijvens			1 12,52	
SALES PRICES Schijvens with living wage				1 12,99
SALES PRICES Schijvens recycled				4% 1 14,03
SALES PRICES Schijvens living wage & recycled				12% 1 14,49
dollar	1,05			16%

us	1,05
RECYCLED	
Imported Yarn	
	Price/\$
return logistics	10,20 \$0,21
sorting	10,04 \$0,04
cutting	10,04 \$0,04
transport Turkey	10,18 \$0,19
yarn costs	14,60 \$4,83
transport Far East	10,12 \$0,13
yarn duty	9% \$0,43
knit	\$0,25
dyeing	\$2,05
Fabric cost per kg	\$8,17

Mens polo long sleeve				
art or des nr.	example			
	price	quantity	tot price	Living wage upcharge RECYCLED
cost make (maakloon)			\$1,10	
trimmings (fournituren)			\$0,16	
backyoke	0,05	1	\$0,05	
pipng	0,05	1	\$0,05	
bartack	0,02	0	\$0,00	
loops	0,07	2	\$0,14	
pocket	0,1	1	\$0,10	
Embr small	0,08	1	\$0,08	
Embr big	0,12	1	\$0,12	
Leather badge	0,15	1	\$0,15	
badge big	0,7	0	\$0,00	
embroiderie holes	0,05	0	\$0,00	
tape placket	0,07	0	\$0,00	
extra			\$0,00	
extra			\$0,00	
total CMT			\$1,95	\$0,31 \$1,95
	KGS	WEIGHT		
fabric	\$6,70	0,58	\$3,89	\$8,19 \$4,75
collar	\$6,70	0,19	\$1,27	\$1,27
cuffs	\$6,70	0	\$0,00	
total fabric			\$5,16	\$6,02
export formalities			\$0,08	\$0,08
garment price			\$7,19	\$8,05
margin factory		10%	\$0,72	\$0,72
margin qc agent		5%	\$0,40	\$0,40
po garment price			\$8,30	\$9,17
freight/handling etc	14%		\$1,16	\$0,04 \$1,28
garment price in house			\$9,47	\$10,45
garment price euro			\$8,23	19,09
aware tracing		10,27		10,16
price in house			1 8,23	
price in house with living wage				1 8,54
price in house recycled				1 9,24
price in house living wage & recycled				1 9,55
SALES PRICES Schijvens			1 11,43	
SALES PRICES Schijvens with living wage				1 11,86
SALES PRICES Schijvens recycled				4% 1 12,84
SALES PRICES Schijvens living wage & recycled				12% 1 13,26
dollar	1,15			16%

us	1,15
RECYCLED	
Imported Yarn	
	Price/\$
return logistics	10,20 \$0,21
sorting	10,04 \$0,04
cutting	10,04 \$0,04
transport Turkey	10,18 \$0,19
yarn costs	14,60 \$4,83
transport Far East	10,12 \$0,14
yarn duty	9% \$0,43
knit	\$0,25
dyeing	\$2,05
Fabric cost per kg	\$8,19

4 indicators

- Wages
- Raw materials
- Freight
- Dollar rate

Costing

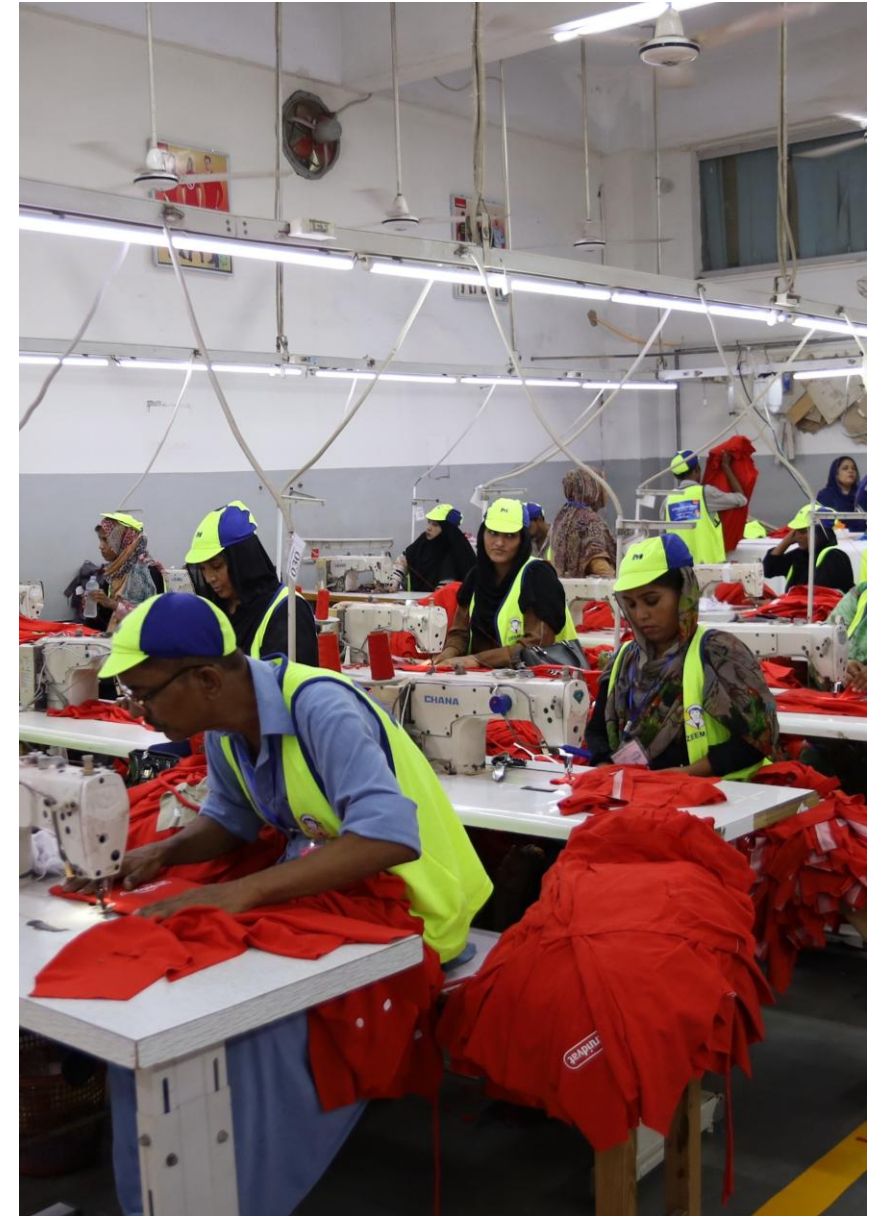
- A. Minimum wage and living wage
- B. Raw materials
- C. Dollar
- D. Freight & Import duties
- E. Return logistics and governmental taxes
- F. Our margin
- G. CPI



Social sustainability

- Since 2010 member of Fair Wear Foundation
- Audit our factories in tier 1
- Living wage
- Step further to see if we can do these audits further down in the supply chain

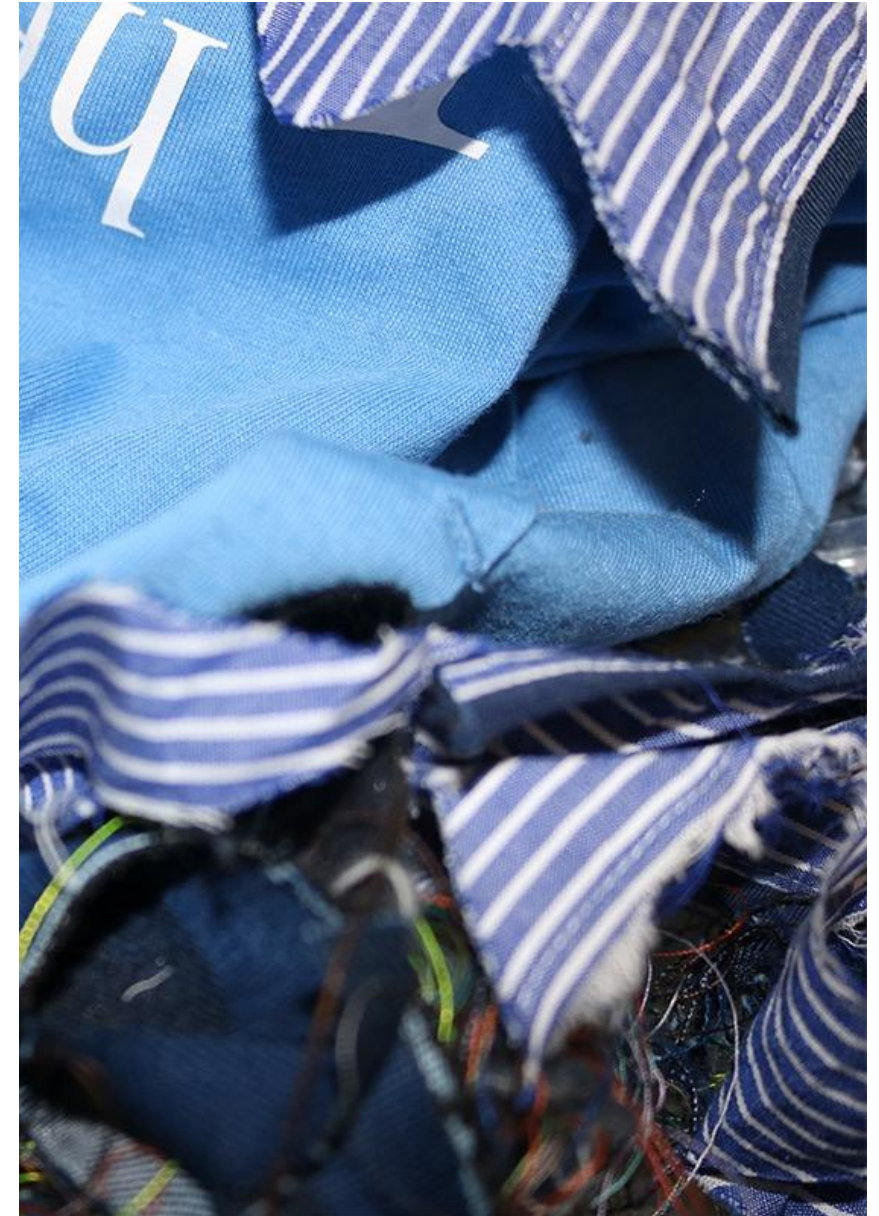
93
social score
100% audited





Environmental sustainability

- We took a new path in 2016
- 2017 the first fully circular collection
- 80% of our production is now sustainable



The circular process





MODINT FIBER MATRIX

GUIDING TOWARDS CIRCULARITY

Generic fibers

	BEST	BETTER	PREFERRED	CONVENTIONAL
COTTON	Recycled cotton	(certified) Organic cotton	Preferred cotton	Conventional cotton
MAN-MADE CELLULOSIC FIBERS	Lyocell with recycled content	Preferred viscose	Lyocell	Conventional viscose
WOOL	Recycled wool	(certified) Organic wool	Responsible wool	Virgin wool
POLYESTER	Mechanically recycled polyester	Recycled polyester from PET bottles	(Partially) biobased polyester	Virgin polyester
POLYAMIDE	Mechanically recycled polyamide	Chemically recycled polyamide	(Partially) biobased polyamide	Virgin polyamide
LINEN		(certified) Organic linen	Linen	
HEMP		(certified) Organic hemp	Hemp	

ENVIRONMENTAL IMPACT RESULT SHEET

bAwear product comparison

AH202012-967 Polo	Product	Reference
In order of Schijvens Contact Shirley Schijvens Date 26/03/25	Composition	Composition
	PET Pre-cons. Rec. 50%	PET fiber - 50%
	Cotton Pre-cons. Rec. 50%	Cotton (Bangladesh) - 50%
	Production: Pakistan	Production: Pakistan
	Data per 1000 gr	Data per 1000 gr
	Polo Pakistan Sustainable	Polo Pakistan Virgin



AH202012-967 Polo	CO ₂ eq (kg) Product	CO ₂ eq (kg) Reference	Energy use (MJ) Product	Energy use (MJ) Reference	Water Consumption (L) Product	Water Consumption (L) Reference	Land Use (m ² crop eq) Product	Land Use (m ² crop eq) Reference
Fibers	1.26	5.50	14.7	58.0	311.0	232.0	2.29	4.51
Yarn production	0.57	0.57	7.85	7.9	3.00	3.00	0.01	0.01
Fabric production	0.40	0.40	6.05	6.0	3.00	3.00	0.01	0.01
Finishing	4.06	4.06	53.0	53.0	216.0	216.0	0.04	0.04
Manufacturing	1.41	1.41	19.0	19.03	15.0	15.00	0.02	0.02
Transport	0.87	0.87	11.5	11.51	2.00	2.00	0.03	0.03
Total	8.56	12.80	112.1	155.5	550.0	471.0	2.40	4.62

Impact transport Turkey

Product	Weight kg/piece	CO2-eq kg	Energy MJ	Water l
T-shirt	0,33	0,24	3,97	0
Blouse	0,4	0,29	4,81	0
Polo shirt	0,45	0,32	5,41	0
Round neck sweater	0,6	0,43	7,22	0

Table 4: Impact transport from Turkey to Schijvens

Impact transport Pakistan

Product	Weight kg/piece	CO2-eq kg	Energy MJ	Water l
T-shirt	0,33	0,08	1,27	0
Blouse	0,4	0,10	1,54	0
Polo shirt	0,45	0,11	1,74	0
Round neck sweater	0,6	0,14	2,32	0

Table 5: Impact transport from Pakistan to Schijvens



Pakistan

CALCULATED: 31 JUL 2026

TOTAL ENVIRONMENTAL IMPACT



6.07

Global warming potential
(kg CO₂ eq.)



82.6

Fossil energy use (MJ)



156

Water use (L)



0.5

Land use (m²)

Per kg product

IMPACT BY LIFE CYCLE STAGE



Per 1 kg of product

STAGE	GLOBAL WARMING POTENTIAL (KG CO ₂ EQ)	FOSSIL ENERGY USE (MJ)	WATER USE (L)	LAND USE (M ²)
Fiber materials	0.89	12.2	70	0.5
Yarn production	0.32	4.4	6	0.0
Fabric production	1.06	14.6	4	0.0
Dyeing and finishing	2.14	30.0	64	0.0
Manufacturing	1.03	13.1	11	0.0
Transport	0.63	8.3	1	0.0
Total (all stages)	6.07	82.6	156	0.5

LCA

Saving CO2 emissions

	Total weight kg	Kg CO2 Fiber per 1000 grams	Kg CO2 Yarn production per 1000 grams	Kg CO2 Fabric production per 1000 grams	Kg CO2 Dyehouse per 1000 grams	Kg CO2 Sewing facility per 1000 grams	Kg CO2 Transport per 1000 grams	Total CO2
Total Virgin	395.122	1.877.203	247.790	350.965	1.529.380	451.964	357.229	4.824.531
Total Schijvens	395.122	1.270.961	236.947	360.965	1.510.822	438.880	404.674	4.223.249
Savings		32%	4%	0%	1%	3%	-13% Higher due to return logistics	12%
Total savings								12%

Saving energy consumption

	Total weight kg	Energy consumption (MJ) Fiber per 1000 grams	Energy consumption (MJ) Yarn production per 1000 grams	Energy consumption (MJ) Fabric production per 1000 grams	Energy consumption (MJ) Dyehouse per 1000 grams	Energy consumption (MJ) Sewing facility per 1000 grams	Energy consumption (MJ) Transport per 1000 grams	Total Energy
Total Virgin	395.122	21.244.468	3.120.477	5.282.267	20.496.812	6.012.423	4.731.373	60.887.820
Total Schijvens	395.122	11.263.680	3.012.381	5.282.267	20.261.211	5.847.421	5.390.665	51.057.626
Savings		47%	3%	0%	1%	3%	-14% Higher due to return logistics	16%
Total savings								16%

Savings at 1.059.178 pieces

Saving water consumption

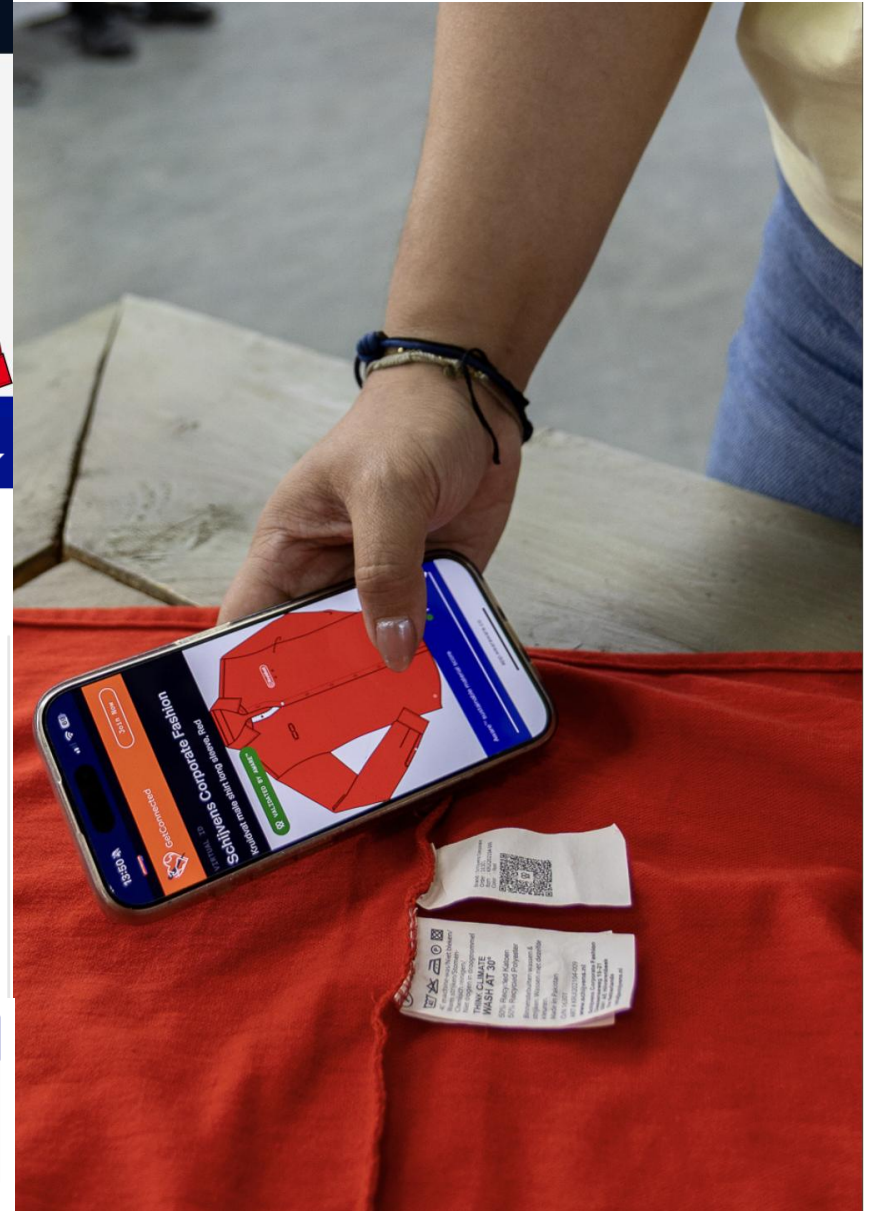
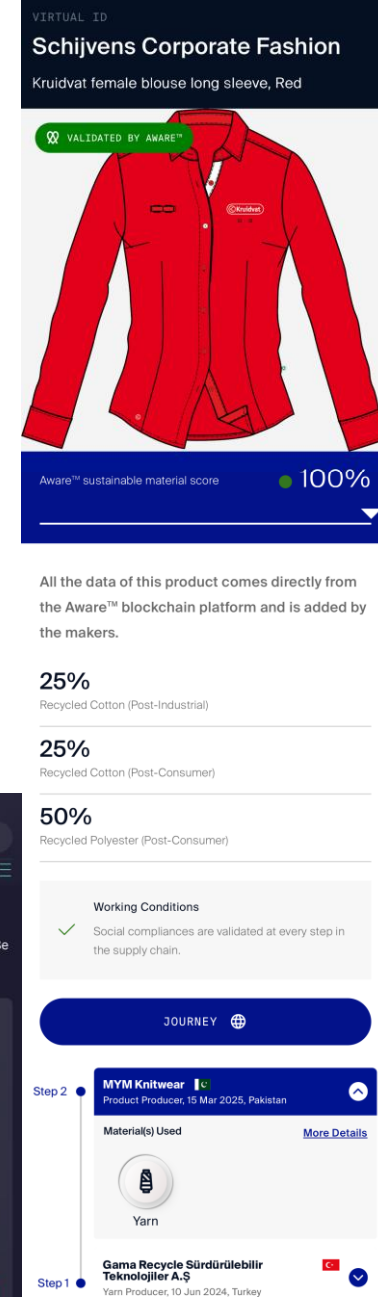
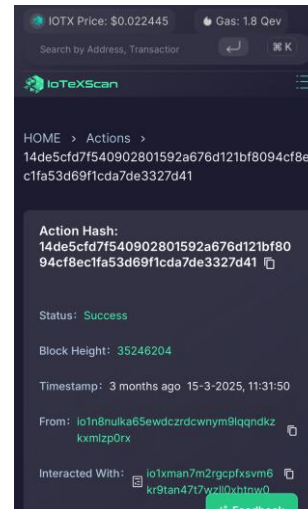
	Total weight kg	Water consumption (l) Fiber per 1000 grams	Water consumption (l) Yarn production per 1000 grams	Water consumption (l) Fabric production per 1000 grams	Water consumption (l) Dyehouse per 1000 grams	Water consumption (l) Sewing facility per 1000 grams	Water consumption (l) Transport per 1000 grams	Total Water
Total Virgin	395.122	197.644.283	1.769.214	1.585.332	62.450.576	3.653.259	852.878	267.955.524
Total Schijvens	395.122	65.920.979	1.769.214	1.585.310	60.978.544	3.416.369	852.878	134.523.294
Savings		67%	0%	0%	2%	6%	0%	50%
Total savings								50%

Saving land use

	Total weight kg	Land use (m2) Fiber per 1000 grams	Land use (m2) Yarn production per 1000 grams	Land use (m2) Fabric production per 1000 grams	Land use (m2) Dyehouse per 1000 grams	Land use (m2) Sewing facility per 1000 grams	Land use (m2) Transport per 1000 grams	Total Land use
Total Virgin	395.122	2.094.845	2.707	13.100	14.105	6.555	11.854	2.143.166
Total Schijvens	395.122	1.329.847	2.480	13.100	13.879	6.329	13.665	1.379.300
Savings		37%	8%	0%	2%	3%	-15% Higher due to biocotton	36%
Total savings								36%

Traceability

- Aware / Tailorlux
- Tracer in yarns
- Chain of custody
- Digital Product Passport
- Project: from crop to client







RE-USE

Have the article cleaned at our partner Dobbi and reused by your employee.



RE-COVER

Cleaning and return to stock when your employee leaves the company for example.



RE-FUSE

Refuse to use and return, when you have ordered incorrectly, for example.



RE-CLAIM

You have a complaint about the article.
You can send the item washed to Schijvens Corporate Fashion.



RE-CYCLE BOX

The item is fully worn out and can be recycled.



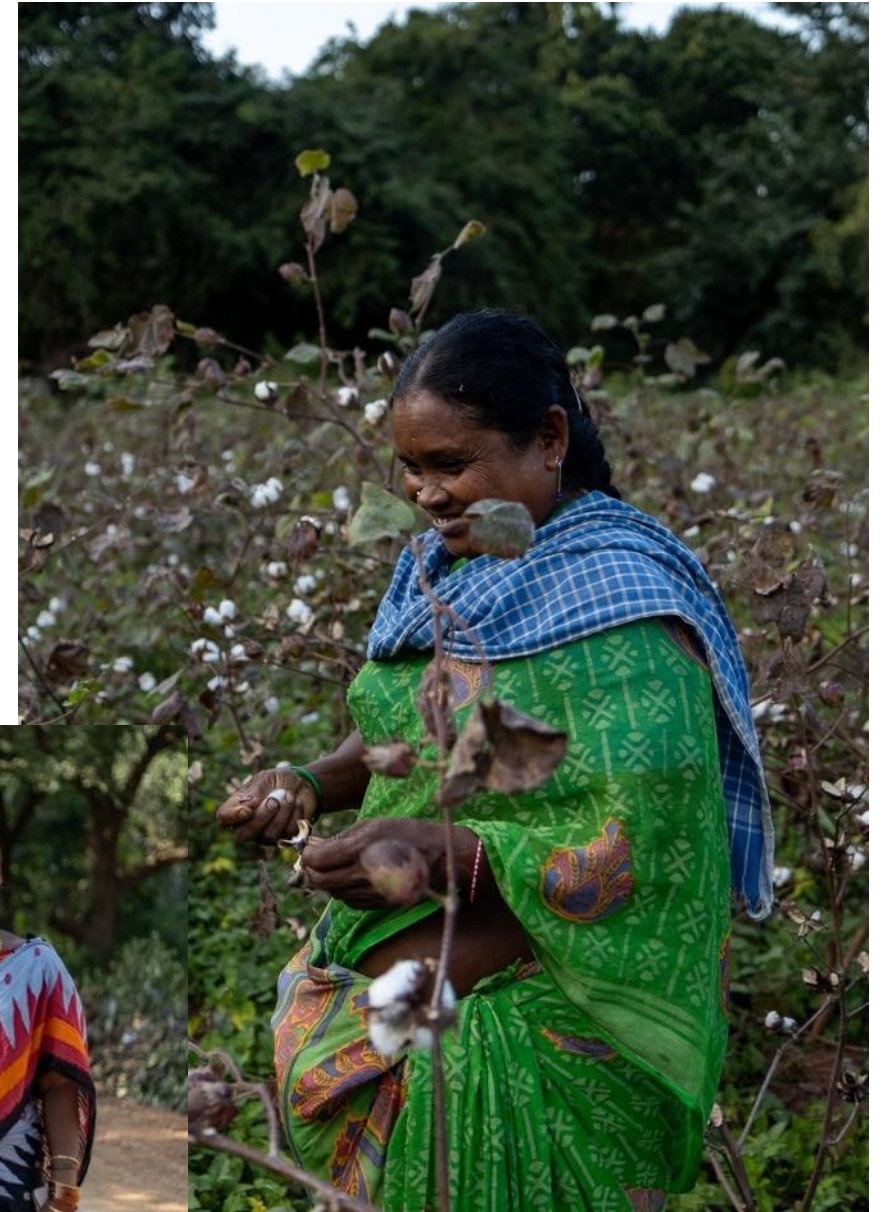
RE-GENERATE

Include cotton grown regenerative agriculture eco-systems, creating multiple positive impacts for environment & communities



Raddis cotton

- Regenerative cotton
- Lower ecological impact and better living conditions for farmers
- Soil restoration, increased biodiversity, climate resilience
- Women empowerment





Women empowerment

- We offer women who usually have no chance on the labor market an opportunity to work in the factories
- Pakistan
 - MYM
 - Lucky Textiles
- India
 - Katalyst Mirah
- Example that women can have a career and an independent life
- Collaboration with RVO, Rabia Suljuk, Kaarvan Crafts & Zeeman







GetConnected

Platform to connect the makers and wearers of our clothing. To create mutual respect which will lead to more connection and cooperation.

