



Brand Performance Check

Mantis World LTD

Publication date: July 2022

This report covers the evaluation period 01-01-2021 to 31-12-2021

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.

This year's report covers the response of our members and the impact on their supply chain due to the COVID-19 pandemic which started in 2020. The COVID-19 pandemic limited the brands' ability to visit and audit factories. To ensure the monitoring of working conditions throughout the pandemic, Fair Wear and its member brands made use of additional monitoring tools, such as complaints reports, surveys, and the consultation of local stakeholders. These sources may not provide as detailed insights as audit reports. To assess outcomes at production location level, we have included all available types of evidence to provide an accurate overview of the brands' management systems and their efforts to improve working conditions. Nevertheless, brands should resume verifying working conditions through audits when the situation allows for.

Brand Performance Check Overview

Mantis World LTD

Evaluation Period: 01-01-2021 to 31-12-2021

Member company information	
Headquarters:	London , United Kingdom
Member since:	2022-07-01
Product types:	Promotional wear and accessories
Production in countries where Fair Wear is active:	Bangladesh
Production in other countries:	Pakistan, United Republic of Tanzania
Basic requirements	
Workplan and projected production location data for upcoming year have been submitted?	Yes
Actual production location data for evaluation period was submitted?	Yes
Membership fee has been paid?	Yes
Scoring overview	
% of own production under monitoring	0%
Benchmarking score	44
Category	Good

Summary:

Mantis World LTD. has met most of Fair Wear requirements, with a score of 44 points, the brand is awarded the 'Good' category in its first year of membership. The company has not monitored any suppliers (through audits) in 2021.

Corona Addendum:

Mantis World LTD. became a Fair Wear member in 2021. Mantis World has a relatively short supply chain, with six active suppliers in 2021 - one supplier in Tanzania, one supplier in Pakistan, four other suppliers, and one subcontractor (for washing) in Bangladesh. During the pandemic, the company was largely able to continue business as usual.

Mantis World values long-term trustful business relationships with its production locations. When the company became a Fair Wear member, it informed and engaged with all production locations and agents on membership requirements. Mantis World used its first year of membership to understand better what Fair Wear Membership entails and set up foundational policies, such as a responsible exit strategy.

In 2021, as part of its work with Textilbündnis, Mantis World completed a geography level risk assessment, covering Tier 1-4 of its supply chain. This risk assessment included social and labor risks. The brand does not have a formal process yet to integrate these risks into its sourcing strategy, or to analyze supplier-level risks and strengthen its monitoring approach. The suppliers of Mantis World did not face any lockdowns due to COVID-19 in 2021. The brand contacted suppliers and agents to seek updates on health and safety, regulatory changes, and production stoppages. Mantis World did not specifically identify, follow up and verify issues related to COVID-19 risks. The brand did not cancel any orders with suppliers and allowed for delayed deliveries when requested.

Mantis World is a small company, which means information is easily and informally shared. Fair Wear recommends that Mantis World document processes and progress to ensure continuity in its approach to improving labour conditions.

2021 was a year for Mantis World to learn what it means to be a Fair Wear member. The brand now has to use the learnings to implement policies and practices toward making continuous progress.

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.

1. Purchasing Practices

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.1a Percentage of production volume from production locations where member company buys at least 10% of production capacity.	19%	Member companies with less than 10% of a production location's production capacity generally have limited influence on production location managers to make changes.	Supplier information provided by member company.	1	4	0

Comment: Mantis World is a small brand with a relatively short supply chain. The brand had six active suppliers in 2021 - one supplier in Tanzania, one supplier in Pakistan, four other suppliers, and one subcontractor (for washing) in Bangladesh. Mantis World sources 22% of its production volume from production locations where Mantis World buys at least 10% of the production capacity. It is important to note that the brand mainly sources in large-sized factories which leads to the brand having limited leverage. The brand calculates leverage by checking the yearly production capacity of the factory (information provided by the factory) and then dividing its own FOB.

Recommendation: Fair Wear recommends Mantis World consolidate its supplier base where possible, and increase leverage at main production locations to effectively request improvements in working conditions. It is advised to describe the process of consolidation in a sourcing strategy that is agreed upon with top management/sourcing staff.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.1b Percentage of production volume from production locations where member company buys less than 2% of its total FOB.	1%	Fair Wear provides incentives to clothing brands to consolidate their supplier base, especially at the tail end, as much as possible, and rewards those members who have a small tail end. Shortening the tail end reduces social compliance risks and enhances the impact of efficient use of capital and remediation efforts.	Production location information as provided to Fair Wear.	3	4	0

Comment: Mantis World uses two categories of suppliers - one supplier mainly for denim and all other suppliers support a mix of products. In 2021, the brand had a small collection of denim (0,9% of FOB) where the brand bought less than 2% of its total FOB.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.2 Percentage of production volume from production locations where a business relationship has existed for at least five years.	19%	Stable business relationships support most aspects of the Code of Labour Practices, and give production locations a reason to invest in improving working conditions.	Supplier information provided by member company.	1	4	0

Comment: Mantis World sources 21% of its production volume from locations where business relationship has existed for at least five years. Mantis World acknowledges the importance and benefits of maintaining long-term relationships with suppliers and rarely changes suppliers. Over the last two years, the brand had to exit one supplier and add two new suppliers due to quality issues and minimum order quantity (MOQ) requirements of the factory that were not feasible for the brand (given their small size).

Recommendation: Long-term relationships support most aspects of the Code of Labour Practices and give factories a reason to invest in improving working conditions. Fair Wear recommends that when onboarding new suppliers Mantis World review the feasibility of a long-term relationship given the brand's small size and known limitations, for example - maintaining MOQs, that can impact its ability to continue business relationships. It is advised to describe policies regarding maintaining long-term business relationships in a sourcing strategy that is agreed upon with top management/sourcing staff.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.3 All (new) production locations are required to sign and return the questionnaire with the Code of Labour Practices before first bulk orders are placed.	Yes	The CoLP is the foundation of all work between production locations and brands, and the first step in developing a commitment to improvements.	Signed CoLPs are on file.	2	2	0

Comment: Being the first year of Fair Wear membership the brand has ensured that all production locations have signed and returned the questionnaire with the Code of Labour Practices.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.4 Member company conducts human rights due diligence at all (new) production locations before placing orders.	Intermediate	Due diligence helps to identify, prevent and mitigate potential human rights problems at suppliers.	Documentation may include pre-audits, existing audits, other types of risk assessments.	2	4	0

Comment: In the previous years, the brand mainly depended on factory audits and approached due diligence more on a case-by-case basis. In 2021, as part of its work with Textilbündnis, Mantis World completed a geography and supply chain risk assessment, covering Tier 1-4 of its supply chain. This risk assessment included social and labor risks. The brand used Fair Wear country studies for Pakistan and Bangladesh, resources from International NGOs (for example, CARE International), and ITUC global rights index for risk mapping. The brand does not have a formal process yet to integrate these risks into its sourcing strategy, and monitoring approach.

Mantis World has a direct relationship with suppliers in Pakistan and Tanzania and works through agents in Bangladesh. The brand works with an experienced long-term consultant conscious of the brand's requirements (social and environmental) and proposes suppliers accordingly. The brand then collects audit reports and certifications to check for issues before deciding to work with the supplier. In 2021, Mantis World worked with one new supplier in Bangladesh and depended on the agent to visit the factory before placing orders. No audits were conducted at the factory in 2021 (due to the pandemic). The brand reviewed available audits and did not find any issues that required following up. In general, Mantis World visits suppliers once a year, but due to the pandemic, this was not possible in 2021. The brand is aware of gender risks and has specific gender requirements in its Code - 'Paid Maternity leave', and was able to demonstrate awareness on efforts taken by suppliers in Pakistan and Tanzania to address these risks.

The suppliers of Mantis World did not face any lockdowns due to COVID-19 in 2021. The brand was in touch with suppliers and agents to seek updates on - health and safety, change in regulations, and stoppages in production. Mantis World did not specifically identify, follow up and verify issues related to COVID-19 risks.

Requirement: A formal process should exist to evaluate the risks of labour violations in the production areas Mantis World LTD is operating. This evaluation should influence the decision on whether to place orders, how to prevent and mitigate risks, and what remediation steps may be necessary.

Recommendation: It is advised to describe the process of assessing working conditions at potential new suppliers in a sourcing strategy that is agreed upon with top management/sourcing staff. Conducting pre-audits or analysing existing audit reports can be a way to assess the level of working conditions before deciding to start or continue the business relationship. If audits are not possible, the member can request a digital video factory tour, or resort to other monitoring options mentioned in 'Guidance on monitoring labour conditions during the COVID-19 pandemic'.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.5 Production location compliance with Code of Labour Practices is evaluated in a systematic manner.	Yes	A systemic approach is required to integrate social compliance into normal business processes, and supports good decisionmaking.	Documentation of systemic approach: rating systems, checklists, databases, etc.	1	2	0

Comment: Mantis World solely depends on audits for monitoring production location compliance with the Code of Labour Practices. The brand intends to conduct audits every two years at all production locations and tracks audit dates at different locations for this purpose. The brand does not have a formal process to evaluate production location compliance with Code of Labour Practices.

In 2021, Mantis World developed a responsible exit strategy defining a clear approach and considerations when exiting suppliers. Mantis World exited one supplier in 2021 due to quality issues where the brand had a small order.

With regard to the impact of COVID-19, the brand did not cancel any orders with suppliers and allowed for delayed deliveries when requested.

Requirement: A systematic approach is required to integrate social compliance into normal business processes, and supports good decision-making. The approach needs to ensure that Mantis World LTD consistently evaluates the entire supplier base and includes information into decision-making procedures.

Recommendation: Mantis World is encouraged to develop a supplier rating system in which quality, relationship, price, and planning are assessed and also integrates compliance with CoLP.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.6 The member company's production planning systems support reasonable working hours.	General or ad-hoc system.	Member company production planning systems can have a significant impact on the levels of excessive overtime at production locations.	Documentation of robust planning systems.	2	4	0

Comment: Mantis World works with long-running styles, and apart from introducing new colours, generally, the brand does not change details unless there are quality issues. The brand forecasts are based on past sales data, and feedback from distributors and adjusted according to changing demand. Mantis World shares annual forecast with suppliers and books capacity three months in advance. Generally, final orders are around 10% more than initially forecasted, but not less. With limited leverage at almost all suppliers, the brand makes an effort to adjust to suppliers' lead times. That apart, the brand is environmentally committed to using sea-freight, hence also budgets for longer lead times.

In 2021, COVID-19, Brexit and shortage of organic cotton, logistics related disruptions were factors that impacted production planning. The brand worked closely with agents and suppliers to review orders, work with lead times provided by suppliers and where suppliers indicated delays, either accepted the delays or helped suppliers prioritise and phase orders.

Recommendation: Fair Wear recommends Mantis World LTD to learn more about the standard minute per style and how the production of its products impacts the total production capacity of the factory.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.7 Degree to which member company mitigates root causes of excessive overtime.	No production problems /delays have been documented.	Some production delays are outside of the control of member companies; however there are a number of steps that can be taken to address production delays without resorting to excessive overtime.	Evidence of how member responds to excessive overtime and strategies that help reduce the risk of excessive overtime, such as: root cause analysis, reports, correspondence with factories, etc.	N/A	6	0

Comment: No audits were conducted at supplier locations of Mantis World in 2021.

COVID-19, Brexit, shortage of organic cotton, and logistics-related disruptions were factors that impacted production planning. The brand worked closely with agents and suppliers to review orders, work with lead times provided by suppliers and where suppliers indicated delays, either accepted the delays or helped suppliers prioritize and phase orders. The brand also foresees a shortage of organic cotton to be an ongoing issue and hence is working to connect better with lower tiers of the supply chain to support suppliers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.8 Member company can demonstrate the link between its buying prices and wage levels in production locations.	Insufficient	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.	0	4	0

Comment: Mantis World does not work with labour minutes or set prices but invites quotes from multiple suppliers. The brand compares these quotes with market rates, considers sample quality, and negotiates a price (if the cost exceeds the market rate). The brand does not have access to open costing and is unaware of labour costs. Mantis World depends on audit reports to ensure payment of legal minimum wages. With no audits conducted at supplier locations in 2021, the brand checked with agents and suppliers regarding wages but has not proactively verified payment of legal minimum wages or discussed costs related to COVID-19. The brand monitored cotton prices and adjusted its pricing to absorb the increased costs.

Requirement: The member needs to assess, know, and ensure that its prices can at least cover the legal minimum wages of workers at its suppliers.

Recommendation: At a minimum, members are recommended to investigate wage levels in production countries, among others by making use of Fair Wear's Wage Ladder and country studies. As an advanced step, increased transparency in costing and productivity gives insight in the labour costs per product. This forms the basis for ensuring enough is paid to cover at least minimum wage and for making steps towards living wages.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.9 Member company actively responds if production locations fail to pay legal minimum wages and/or fail to provide wage data to verify minimum wage is paid.	No problems reported/no audits	If a supplier fails to pay minimum wage or minimum wage payments cannot be verified, Fair Wear member companies are expected to hold management of the supplier accountable for respecting local labour law. Payment below minimum wage must be remediated urgently.	Complaint reports, CAPs, additional emails, Fair Wear Audit Reports or additional monitoring visits by a Fair Wear auditor, or other documents that show minimum wage issue is reported/resolved.	N/A	0	-2

Comment: There were no lockdowns in the production countries. In 2021, as no audits were conducted at supplier locations the brand checked with agents and suppliers regarding payment of wages but has not proactively verified payment of legal minimum wages or discussed costs related to COVID-19.

The brand was not aware of the increase in the minimum wage in Pakistan and hence did not check explicitly with the supplier.

Requirement: In the context of COVID-19, the member is expected to do its own analysis of the risks related to non-payment of minimum wage in its sourcing countries, and connect the risk to its own suppliers. When suppliers indicate no problem in paying legal minimum wages while it is a high-risk area, the member is expected to request evidence of wages paid.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.10 Evidence of late payments to suppliers by member company.	No	Late payments to suppliers can have a negative impact on production locations and their ability to pay workers on time. Most garment workers have minimal savings, and even a brief delay in payments can cause serious problems.	Based on a complaint or audit report; review of production location and member company financial documents.	0	0	-1

Comment: Mantis World does not ask for extended credit terms. In terms of process, the brand has a system to indicate upcoming invoices to finance and diligently follows -up payments as shipment documents to facilitate the collection of goods at the port are only released after the supplier receives payments.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.11 Degree to which member company assesses and responds to root causes for wages that are lower than living wages in production locations.	Insufficient	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	Evidence of how payment below living wage was addressed, such as: Internal policy and strategy documents, reports, correspondence with factories, etc	0	6	0

Comment: Mantis World depends on audit reports to ensure payment of legal minimum wages. The brand is yet to do a wage assessment to review living wage gaps and engage on this topic with its suppliers.

Requirement: Mantis World LTD must assess the root causes of wages that are lower than living wages, taking into account its leverage and effect of its own pricing policy. Mantis World LTD 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.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.12 Percentage of production volume from factories owned by the member company (bonus indicator).	None	Owning a supplier increases the accountability and reduces the risk of unexpected CoLP violations. Given these advantages, this is a bonus indicator. Extra points are possible, but the indicator will not negatively affect an member company's score.	Supplier information provided by member company.	N/A	2	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.13 Member company determines and finances wage increases.	None	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.	Evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, correspondence with factories, etc.	0	6	0

Comment: Mantis World has not determined and financed wage increases yet.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
1.14 Percentage of production volume where the member company pays its share of the target wage.	0%	Fair Wear member companies are challenged to adopt approaches that absorb the extra costs of increasing wages.	Member company's own documentation, evidence of target wage implementation, such as wage reports, factory documentation, communication with factories, etc.	0	6	0

Comment: Mantis World has not yet agreed on target wages with suppliers.

Purchasing Practices

Possible Points: 46

Earned Points: 12

2. Monitoring and Remediation

Basic measurements	Result	Comments
% of production volume where an audit took place.	0%	
% of production volume where monitoring requirements for low-risk countries are fulfilled.	0%	To be counted towards the monitoring threshold, FWF low-risk policy should be implemented. See indicator 2.9. (N/A = no production in low risk countries.)
Member meets monitoring requirements for tail-end production locations.	First or second year member and tail-end monitoring requirements do not apply	1st or 2nd year member and tail-end monitoring requirements do not apply.
Requirement(s) for next performance check		
Total monitoring threshold:	0%	Measured as percentage of production volume (Minimums: 1 year: 40%; 2 years 60%; 3 years+: 80-100%)

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.1 Specific staff person is designated to follow up on problems identified by monitoring system.	Yes	Followup is a serious part of Fair Wear membership, and cannot be successfully managed on an ad-hoc basis.	Manuals, emails, etc., demonstrating who the designated staff person is.	2	2	-2

Comment: The Sustainability Coordinator is designated to follow up on problems identified by the monitoring system and works closely together with the CEO.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.2 Quality of own auditing system meets FWF standards.	Member makes use of FWF audits and/or external audits only	In case Fair Wear teams cannot be used, the member companies' own auditing system must ensure sufficient quality in order for Fair Wear to approve the auditing system.	Information on audit methodology.	N/A	0	-1

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.3 Audit Report and Corrective Action Plan (CAP) findings are shared with factory and worker representation where applicable. Improvement timelines are established in a timely manner.	No Corrective Action Plans were active during the previous year	2 part indicator: Fair Wear audit reports were shared and discussed with suppliers within two months of audit receipt AND a reasonable time frame was specified for resolving findings.	Corrective Action Plans, emails; findings of followup audits; brand representative present during audit exit meeting, etc.	N/A	2	-1

Comment: Mantis World suppliers are audited by BSCI standard or an equivalent standard, with an audit completed every two years. Mantis World is not a member of BSCI and generally does not pay for/ initiate these audits. Hence the brand depends on the factory to share the audit reports and the findings. In 2021, due to the pandemic situation, no audits were conducted at any of the supplier locations. But in 2022 the brand was informed that one audit at the supplier location in Pakistan was conducted at the end of 2021. As the member was not aware of this report and findings, the report is outside the scope of this performance check.

Recommendation: As Mantis World depends on suppliers to receive the audit reports, it is critical that Mantis World proactively checks with suppliers on planned and completed audits periodically.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.4 Degree of progress towards resolution of existing Corrective Action Plans and remediation of identified problems.	No Caps Active	Fair Wear considers efforts to resolve CAPs to be one of the most important things that member companies can do towards improving working conditions.	CAP-related documentation including status of findings, documentation of remediation and follow up actions taken by member. Reports of quality assessments. Evidence of understanding relevant issues.	N/A	8	-2

Comment: Mantis World suppliers are audited by BSCI or an equivalent standard, with an audit completed every two years. Mantis World is not a member of BSCI and generally does not pay for/ initiate these audits. Hence the brand depends on the factory to share the audit reports and the findings. In 2021, no audits were conducted at any supplier locations due to the pandemic situation. Generally, when the factory shares an audit report, the brand explicitly checks the scoring received across different labor standards to prioritize following up on low and critical score areas. The brand does not have a structured process to review audit reports, evaluate and extract findings linked to identified risks, follow up on CAPs and verify remediation.

In June 2022, the brand was informed that one external audit was conducted at a supplier location in Pakistan at the end of 2021. As the member was unaware of this report and findings, the report is outside the scope of this performance check.

The suppliers of Mantis World did not face any lockdowns due to COVID-19 in 2021. The brand contacted suppliers and agents to seek updates on health and safety, regulatory changes, and production stoppages. Mantis World did not specifically identify, follow up and verify issues related to COVID-19 risks.

Recommendation: Fair Wear recommends that Mantis World set up a process to follow up, verify, and close CAP findings and review audit reports in detail (beyond checking scores and ratings) to develop a deeper understanding of its supply chain.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.5 Percentage of production volume from production locations that have been visited by the member company in the previous financial year.	not applicable	Due to the Covid-19 pandemic, brands could often not visit their suppliers from March - December 2020. For consistency purposes, we therefore decided to score all our member brands N/A on visiting suppliers over the year 2020.	Member companies should document all production location visits with at least the date and name of the visitor.	N/A	4	0

Comment: This indicator is not applicable for all members due to the travel restrictions in 2021.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.6 Existing audit reports from other sources are collected.	Yes	Existing reports form a basis for understanding the issues and strengths of a supplier, and reduces duplicative work.	Audit reports are on file; evidence of followup on prior CAPs. Reports of quality assessments.	1	3	0

Comment: Mantis World has collected audit reports from other sources such as GOTS and BSCI and mainly uses these reports for monitoring. The brand does not have a formal process to assess the quality of these external audit reports.

Recommendation: Fair Wear recommends Mantis World LTD to assess the quality of the external audit report and immediately discuss with the supplier what information is missing and how to collect that information.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.7 Compliance with FWF risk policies.	Average score depending on the number of applicable policies and results	Aside from regular monitoring and remediation requirements under Fair Wear membership, countries, specific areas within countries or specific product groups may pose specific risks that require additional steps to address and remediate those risks. Fair Wear requires member companies to be aware of those risks and implement policy requirements as prescribed by Fair Wear.	Policy documents, inspection reports, evidence of cooperation with other customers sourcing at the same factories, reports of meetings with suppliers, reports of additional activities and/or attendance lists as mentioned in policy documents.	1	6	-2
Compliance with FWF enhanced monitoring programme Bangladesh	Insufficient			-2	6	-2
Other risks specific to the member's supply chain are addressed by its monitoring system	Intermediate			3	6	-2

Comment: Bangladesh:

Mantis World is not a member of the Accord but only sources from factories that are part of the Accord. The brand has not requested the inspection reports and (updated) corrective action plans from the factories and could not demonstrate awareness of findings and follow-up on remediation.

Other Risks:

The brand has identified the following risks as part of its Risk Assessment process:

Bangladesh & Pakistan - Gender Based Violence, Freedom of Expression & Association.

Tanzania - Working Hours, Contracts and Pay Equity.

The brand is aware of measures and initiatives taken by suppliers in Pakistan and Tanzania to promote gender equality but is yet to adopt a structured approach to addressing and monitoring the gender risks.

COVID-19:

The suppliers of Mantis World did not face any lockdowns due to COVID-19 in 2021. The brand was in touch with suppliers and agents to seek updates on - health and safety, change in regulations, and stoppages in production. Mantis World did not specifically identify, follow up and verify issues related to COVID-19 risks.

Requirement: Bangladesh:

Mantis World is required to ensure that credible fire and building safety inspections have taken place at all of its production locations in Bangladesh. The brand is expected to retrieve the inspection reports and (updated) corrective action plans from Accord and demonstrate follow-up. Please note that following Fair Wear’s policy for repeated non-compliance in Fair Wear’s Brand Performance Checks, members that receive an insufficient or -2 score on this indicator for the second year in a row, will be placed in the ‘Needs Improvement’ category.

Recommendation: Knowing the country-specific risks facilitates the starting point for discussing this with suppliers. Member companies can agree on additional commitments that are required to mitigate risks. Mantis World LTD can provide additional measures for support and integrate that in the monitoring system.

Other risks:

To retain the score for next year, Fair Wear recommends that Mantis World at minimum, have a deeper engagement with suppliers on their gender initiatives (e.g. training, gender equity in recruitment promotions, etc.) and demonstrate how these initiatives link to addressing identified gender risks.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.8 Member company cooperates with other FWF member companies in resolving corrective actions at shared suppliers.	No CAPs active, no shared production locations or refusal of other company to cooperate	Cooperation between customers increases leverage and chances of successful outcomes. Cooperation also reduces the chances of a factory having to conduct multiple Corrective Action Plans about the same issue with multiple customers.	Shared CAPs, evidence of cooperation with other customers.	N/A	2	-1

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.9 Percentage of production volume where monitoring requirements for low-risk countries are fulfilled.	No production in low-risk countries	Low-risk countries are determined by the presence and proper functioning of institutions which can guarantee compliance with national and international standards and laws. Fair Wear has defined minimum monitoring requirements for production locations in low-risk countries.	Documentation of visits, notification of suppliers of Fair Wear membership; posting of worker information sheets, completed questionnaires.	N/A	2	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.10 Extra bonus indicator: in case FWF member company conducts full audits at tail-end production locations (when the minimum required monitoring threshold is met).	No	Fair Wear encourages its members to monitor 100% of its production locations and rewards those members who conduct full audits above the minimum required monitoring threshold.	Production location information as provided to Fair Wear and recent Audit Reports.	N/A	2	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.11 Questionnaire is sent and information is collected from external brands resold by the member company.	No external brands resold	Fair Wear believes it is important for affiliates that have a retail/wholesale arm to at least know if the brands they resell are members of Fair Wear or a similar organisation, and in which countries those brands produce goods.	Questionnaires are on file.	N/A	2	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.12 External brands resold by member companies that are members of another credible initiative (% of external sales volume).	No external brands resold	Fair Wear believes members who resell products should be rewarded for choosing to sell external brands who also take their supply chain responsibilities seriously and are open about in which countries they produce goods.	External production data in Fair Wear's information management system. Documentation of sales volumes of products made by Fair Wear or FLA members.	N/A	3	0

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
2.13 Questionnaire is sent and information is collected from licensees.	No licensees	Fair Wear believes it is important for member companies to know if the licensee is committed to the implementation of the same labour standards and has a monitoring system in place.	Questionnaires are on file. Contracts with licensees.	N/A	1	0

Monitoring and Remediation

Possible Points: 12

Earned Points: 4

3. Complaints Handling

Basic measurements	Result	Comments
Number of worker complaints received since last check.	2	At this point, FWF considers a high number of complaints as a positive indicator, as it shows that workers are aware of and making use of the complaints system.
Number of worker complaints in process of being resolved.	1	
Number of worker complaints resolved since last check.	1	

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.1 A specific employee has been designated to address worker complaints.	Yes	Followup is a serious part of Fair Wear membership, and cannot be successfully managed on an ad-hoc basis.	Manuals, emails, etc., demonstrating who the designated staff person is.	1	1	-1

Comment: The Sustainability Coordinator is designated to address worker complaints and works closely together with the CEO.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.2 Member company has informed factory management and workers about the FWF CoLP and complaints hotline.	Yes	Informing both management and workers about the Fair Wear Code of Labour Practices and complaints hotline is a first step in alerting workers to their rights. The Worker Information Sheet is a tool to do this and should be visibly posted at all production locations.	Photos by company staff, audit reports, checklists from production location visits, etc.	2	2	-2

Comment: Mantis World has informed factory management and workers about the FWF CoLP and complaints hotline. The Worker Information sheets have been posted at all supplier locations.

Recommendation: Fair Wear recommends that as part of its planned factory visits, Mantis World check if the Worker Information Sheets are posted as indicated in the photo shared by the supplier and are at a location that is easily accessible and safe for workers.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.3 Degree to which member company has actively raised awareness of the FWF CoLP and complaints hotline.	All production in low-risk countries/training not possible	After informing workers and management of the Fair Wear CoLP and the complaints hotline, additional awareness raising and training is needed to ensure sustainable improvements and structural worker-management dialogue.	Training reports, Fair Wear's data on factories enrolled in the WEP basic module. For alternative training activities: curriculum, training content, participation and outcomes.	N/A	6	0

Comment: Because of COVID-19 restrictions in 2021 that limited the possibility to conduct training, this indicator is considered not applicable in this check.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.4 All complaints received from production location workers are addressed in accordance with the FWF Complaints Procedure.	Yes	Providing access to remedy when problems arise is a key element of responsible supply chain management. Member company involvement is often essential to resolving issues.	Documentation that member company has completed all required steps in the complaints handling process.	3	6	-2

Comment: Mantis World received two worker complaints in 2021, one on the fair Wear complaints hotline and the other from a local labor union (in Tanzania).

The Tanzanian supplier immediately responded to the complaint (about verbal harassment), worked with the union to organise relevant trainings to address the issue, and updated the brand. Mantis World has not done a root cause assessment and has not reviewed training reports to confirm if necessary preventive measures have been taken.

Regarding the complaint pertaining to wage deductions at a supplier in Bangladesh, the brand actively followed up and worked closely with its agent to support remediation. This complaint is still under investigation.

Recommendation: Fair Wear recommends that Mantis World uncover the root causes of complaints to prevent them from recurring.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
3.5 Cooperation with other customers in addressing worker complaints at shared suppliers.	No complaints or cooperation not possible / necessary	Because most production locations supply several customers with products, involvement of other customers by the Fair Wear member company can be critical in resolving a complaint at a supplier.	Documentation of joint efforts, e.g. emails, sharing of complaint data, etc.	N/A	2	0

Complaints Handling

Possible Points: 9

Earned Points: 6

4. Training and Capacity Building

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.1 All staff at member company are made aware of FWF membership.	Yes	Preventing and remediating problems often requires the involvement of many different departments; making all staff aware of Fair Wear membership requirements helps to support cross-departmental collaboration when needed.	Emails, trainings, presentation, newsletters, etc.	1	1	0

Comment: The Sustainability Coordinator conducted CSR training for all staff that included information on Fair Wear.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.2 All staff in direct contact with suppliers are informed of FWF requirements.	Yes	Sourcing, purchasing and CSR staff at a minimum should possess the knowledge necessary to implement Fair Wear requirements and advocate for change within their organisations.	Fair Wear Seminars or equivalent trainings provided; presentations, curricula, etc.	2	2	-1

Comment: Mantis World has a small and well-connected team where team members update each other about ongoing issues in weekly team meetings. This also includes Fair Wear requirements related to Audit reports, complaints, etc.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.3 All sourcing contractors/agents are informed about FWF's Code of Labour Practices.	Yes	Agents have the potential to either support or disrupt CoLP implementation. It is the responsibility of member company to ensure agents actively support the implementation of the CoLP.	Correspondence with agents, trainings for agents, Fair Wear audit findings.	1	2	0

Comment: Mantis World works with three agents in Bangladesh who communicate with their suppliers and support monitoring and remediation efforts. Mantis World also involved these agents in ensuring supplier questionnaires were filled and Worker Information Sheets posted.

Recommendation: Fair Wear recommends that Mantis World actively train their agents on monitoring and remediation and enable them to support the implementation of complex topics such as gender and living wage.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.4 Factory participation in training programmes that support transformative processes related to human rights.	All production in low-risk countries/training not possible	Complex human rights issues such as freedom of association or gender-based violence require more in-depth trainings that support factory-level transformative processes. Fair Wear has developed several modules, however, other (member-led) programmes may also count.	Training reports, Fair Wear's data on factories enrolled in training programmes. For alternative training activities: curriculum, training content, participation and outcomes.	N/A	6	0

Comment: Because of COVID-19 restrictions in 2021 that limited the possibility to conduct training, this indicator is considered not applicable in this check.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
4.5 Degree to which member company follows up after a training programme.	No training programmes have been conducted or member produces solely in low-risk countries	After factory-level training programmes, complementary activities such as remediation and changes on brand level will achieve a lasting impact.	Documentation of discussions with factory management and worker representatives, minutes of regular worker-management dialogue meetings or anti-harassment committees.	N/A	2	0

Training and Capacity Building

Possible Points: 5

Earned Points: 4

5. Information Management

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
5.1 Level of effort to identify all production locations.	Intermediate	Any improvements to supply chains require member companies to first know all of their production locations.	Supplier information provided by member company. Financial records of previous financial year. Documented efforts by member company to update supplier information from its monitoring activities.	3	6	-2

Comment: Mantis World is a small brand with a relatively short supply chain. The brand has a direct relationship with suppliers in Tanzania (who they have been working with from the start of the brand) and Pakistan. In Bangladesh, the brand works through agents who have staff at the factory to do in-line checks. Since the brand only deals with organic clothing and works with GOTS-certified factories, Mantis World also collects transaction certificates issued by suppliers for the products that confirm the production location.

Recommendation: Members are advised to develop a systematic approach to complete the production location list. Part of the approach can be:

1. Automatically include information from the questionnaire, audit reports, and complaints
2. Business relationships with agents include transparency of production locations.
3. Agreements with factories on the use of subcontractors stating clearly that when subcontractors are used, they are included in the monitoring system and information is shared on the subcontracted production process.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
5.2 CSR and other relevant staff actively share information with each other about working conditions at production locations.	Yes	CSR, purchasing and other staff who interact with suppliers need to be able to share information in order to establish a coherent and effective strategy for improvements.	Internal information system; status CAPs, reports of meetings of purchasing/CSR; systematic way of storing information.	1	1	-1

Comment: Mantis World has a small and well-connected team where team members update each other about ongoing issues in weekly team meetings. This also includes Fair Wear requirements related to Audit reports, complaints, etc.

Information Management

Possible Points: 7

Earned Points: 4

6. Transparency

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.1 Degree of member company compliance with FWF Communications Policy.	Minimum communications requirements are met AND no significant problems found	Fair Wear's communications policy exists to ensure transparency for consumers and stakeholders, and to ensure that member communications about Fair Wear are accurate. Members will be held accountable for their own communications as well as the communications behaviour of 3rd-party retailers, resellers and customers.	Fair Wear membership is communicated on member's website; other communications in line with Fair Wear communications policy.	2	2	-3

Comment: Mantis World uses the Fair Wear logo and membership-related information on the certification and membership pages of its brochures and the website. Being the first year of membership, Mantis World does not yet engage in on-garment communications.

Recommendation: Mantis World is advised to share the communication rules to third parties and actively monitor adherence to the rules. This is to make sure that third-party retailers and resellers communicate the same Fair Wear message and to avoid 100% fair message and/or greenwash messages. The Fair Wear third-party resellers flyer can support in explaining Fair Wear, Fair Wear's work, and the communication rules for third parties. Members are accountable for the communication behavior of third-party retailers, resellers, and customers as part of the Brand Performance Check.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.2 Member company engages in advanced reporting activities.	Supplier list is disclosed to the public.	Good reporting by members helps to ensure the transparency of Fair Wear's work and shares best practices with the industry.	Member company publishes one or more of the following on their website: Brand Performance Check, Audit Reports, Supplier List.	2	2	0

Comment: Mantis World has published its Social report on its website. In addition, Mantis World has disclosed 21% of its production volume to other members in the internal Fair Wear system and on the Fair Wear website.

Recommendation: Fair Wear recommends that Mantis World disclose 100% of production locations to other Fair Wear members in Fair Force and on the Fair Wear website.

Fair Wear recommends that Mantis World publish one or more of the following reports on its website: the Brand Performance Check report, supplier information, etc. Good reporting by members helps to ensure the transparency of the member and Fair Wear's work.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
6.3 Social Report is submitted to FWF and is published on member company's website.	Complete and accurate report submitted to FWF AND published on member's website.	The social report is an important tool for members to transparently share their efforts with stakeholders. Member companies should not make any claims in their social report that do not correspond with Fair Wear's communication policy.	Social report that is in line with Fair Wear's communication policy.	2	2	-1

Comment: Mantis World has published its Social report on its website.

Transparency

Possible Points: 6

Earned Points: 6

7. Evaluation

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
7.1 Systemic annual evaluation of FWF membership is conducted with involvement of top management.	Yes	An annual evaluation involving top management ensures that Fair Wear policies are integrated into the structure of the company.	Meeting minutes, verbal reporting, Powerpoints, etc.	2	2	0

Comment: While the Sustainability Coordinator is the main point of contact for Fair Wear membership requirements, being a small team, the CEO is involved and kept informed of Fair Wear membership and associated activities.

Recommendation: Fair Wear advises Mantis World to organize a meeting with management and sourcing staff to discuss the outcomes of this performance check and develop an action plan.

Performance indicators	Result	Relevance of Indicator	Documentation	Score	Max	Min
7.2 Level of action/progress made on required changes from previous Brand Performance Check implemented by member company.	No requirements were included in previous 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 company should show documentation related to the specific requirements made in the previous Brand Performance Check.	N/A	4	-2

Comment: This is the first Brand Performance Check for Mantis World, hence this indicator is rated as NA.

Evaluation

Possible Points: 2

Earned Points: 2

Recommendations to Fair Wear

Scoring Overview

Category	Earned	Possible
Purchasing Practices	12	46
Monitoring and Remediation	4	12
Complaints Handling	6	9
Training and Capacity Building	4	5
Information Management	4	7
Transparency	6	6
Evaluation	2	2
Totals:	38	87

Benchmarking Score (earned points divided by possible points)

44

Performance Benchmarking Category

Good

Brand Performance Check details

Date of Brand Performance Check:

13-06-2022

Conducted by:

Supraja Suresh

Interviews with:

Prama Bhardwaj - CEO and Founder

Liam Westpfel - Sustainability Coordinator & Customer Relations

Amin Karimi - Inventory and Reporting Manager