Brand Performance Check

Hubert Schmitz GmbH (S-Gard)

Publication date: September 2026

This report covers the evaluation period 01-01-2025 to 31-12-2025

About the Brand Performance Check

Fair Wear's Brand Performance Check is a tool to annually evaluate and publicly report on the Human Rights Due Diligence (HRDD) efforts of the companies for which Fair Wear facilitates the implementation of HRDD. These efforts are assessed based on the standard that Fair Wear sets, which in turn is based on the OECD guidelines for business and human rights in the garment and footwear sector.

For the Brand Performance Check, Fair Wear focuses on the assembly stage of garment and textile production (i.e., Cut-Make-Trim factories and their supporting processes). Importantly, this focus does not entail a direct assessment of factories, but serves to evaluate how Fair Wear's affiliated companies translate their HRDD commitments into concrete practices and outcomes at factory level, vis-à-vis their suppliers.

During a Brand Performance Check, Fair Wear evaluates to what extent companies have integrated human rights due diligence into their core business practices and evaluates to what extent the practices of member companies support the Fair Wear Code of Labour Practices (CoLP) by scoring companies against a set of indicators. Based on this process, each company is assigned a benchmarking score and a corresponding category: Leader, Good or Needs Improvement. Each Brand Performance Check report is published online for transparency and accountability. Through these reports, Fair Wear member brands demonstrate the changes that are possible. For more information on the scope and indicators of the Brand Performance Check, please see the Brand Performance Check Guide.

Based on their Brand Performance Check, brands are placed into a category that corresponds with their performance. Categories are calculated based on a combination of benchmarking scores. The specific requirements for each category are outlined in the Brand Performance Check Guide. The categories are as follows:

Performance Check categories:

Leader:

The **Leader** score signifies that a company has scored exceptionally well on the Brand Performance Check indicators. It could show it has comprehensive processes in place for Human Rights Due Diligence and made strong, demonstrable efforts to engage in prevention and remediation of (potential) harms.

Good:

The **Good** score signifies that a company has scored well on the Brand Performance Check indicators. It could show it has appropriate processes in place for Human Rights Due Diligence and made demonstrable efforts to engage in prevention and remediation of (potential) harms.

Needs Improvement:

The **Needs Improvement** score signifies that a company has not been able to demonstrate sufficient evidence of improvement on requirements from the previous Brand Performance Check or that it has not yet demonstrated sufficient efforts on the overall Brand Performance Check indicators.

Disclaimer:

Brands receiving a Brand Performance Check have committed to work in accordance with Fair Wear's policies based on international standards, such as the UNGP's and the OECD Guidance for Responsible Supply Chains in the Garment and Footwear Sector, with the goal of achieving a positive impact on the working conditions in their supply chains.

The Fair Wear Brand Performance Check measures the results of the efforts of an affiliated brand to respect human rights and to carry out human rights due diligence (HRDD). HRDD is the process through which companies can identify, prevent, mitigate and address their actual and potential adverse impacts throughout their supply chains. The efforts are measured against a set of indicators developed by Fair Wear and publicly available on the Fair Wear website.

The statuses -Leader, Good, Needs Improvement- are granted according to calculated levels of achievement in the system. It does not compare the efforts and achievements of the affiliated brands against other non-affiliated brands.

Scoring overview

Total score: 90
Possible score: 176
Benchmarking Score: 51
Performance Benchmarking Category: Good

Summary:

S-GARD has met most of Fair Wear's performance requirements. With a total benchmarking score of 51, the member brand is placed in the Good category.

S-GARD has a sourcing strategy that addresses influencing labour conditions. The member brand sources from nine active suppliers. This shows its sourcing strategy. At five suppliers in Tunisia, the member brand has 100% leverage. S-GARD also has close and long-term relationships with its suppliers in Tunisia and Poland, constituting 91% of the member's total FOB volume. The member brand has not onboarded any new suppliers in the previous year under review. An evaluation of the human rights performance of its Turkish supplier led the member brand to the decision to disengage from the supplier in 2025. The member brand only partially followed its responsible disengagement strategy. S-GARD is still evaluating its business relationship with its German supplier, which also functioned as an intermediary with the Turkish supplier.

S-GARD's risk scoping aligns with the Organisation for Economic Co-operation and Development (OECD) Guidelines. The member brand conducts risk scoping and includes all risk factors: country, sector, business model, sourcing model, and product level. On the sector level, it includes all eight labour standards and a gender lens. The risk scoping does not yet include all production countries, and the member brand still needs to include the risk factors, business model, sourcing model and product level more structurally. S-GARD takes an ad hoc approach to identifying human rights risks in its supply chain. The member brand has begun assessing human rights risks at its production locations more systematically, but still lacks factory-level information to complete the assessment. Fair Wear recommends that the member brand improve its risk assessment and diversify its monitoring tools.

S-GARD has a strong planning system in place to prevent excessive overtime at its suppliers. While S-GARD maintains regular contact with its suppliers, the member brand has not drafted action plans and primarily uses Corrective Action Plans (CAPs) to monitor progress. Here, the member brand could demonstrate with a sample that more than half of the CAP issues requiring improvement actions have been followed up on and verified. S-GARD has also identified some root causes of the CAP issues. According to the member brand, the main root cause for not paying a living wage is linked to the purchasing prices. A wage gap analysis shows that the member brand already pays its Tunisian suppliers prices that cover labour costs exceeding the sectoral collective bargaining agreement, but wages do not yet meet living wage estimates. Fair Wear encourages S-GARD to continue its living wage approach by evaluating and addressing the remaining living wage gaps at all its production locations. In 2024, a Fair Wear assessment at the Turkish supplier identified non-payment of legally required wage elements. The member brand was unable to remediate these issues, as the supplier remained reluctant to collaborate on the CAP.

While S-GARD remains committed to close and long-term partnerships and to good human rights performance in its supply chain, the member brand struggled with internal capacity to formalise and implement its Human Rights Due Diligence (HRDD). In 2026, the member brand hired a new CSR manager to further integrate HRDD into its business practices and to follow up on findings identified by the monitoring system and grievance handling.

Company Profile Hubert Schmitz GmbH (S-Gard)

Member company information

Basic requirements

Recommendations to Fair Wear

S-GARD would appreciate having a sort of testimonial after the Brand Performance Check for tenders, which includes the length of membership, confirms the annual Brand Performance Check took place, and includes the achieved category and score.

Brand Performance Check details

Date of Brand Performance Check: **07-07-2026**
Conducted by: **Leonie Kohn**
Interviews with: Christina Aretz (Accounting)
Jonas Kuschnir (Head of Product Development)
Luise Preußer (CSR and Certification Management)
Lea Wintgens (Head of Production)