



Fanatics Brands
WRC Annual Meeting – DSA Case
May 2019

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General Background & Stakeholder Engagement



General Background

Factory Closure - Lack of Factory Cooperation/Communication

Securing Intermediary's Commitment to Compensate Workers

Beyond Payment - Preventing Worker Exploitation

Worker Relocation Effort

Stakeholder Engagement

Proactive Engagement with WRC, MSN, FLA

WRC - Almost Daily Communication in Honduras

Internal Task Force - Daily Meetings

MoL - Regular Engagement throughout Case

Lessons Learned



Lessons Learned

Leadership Awareness/Buy in is Invaluable

Proactively Engage Stakeholders Whenever Possible

Expect and Embrace Roadblocks, then Brainstorm a Reroute

Ensure Communication to Stakeholders in “Language” that Resonates

Social Compliance Approach

Social Compliance Approach





Business Requirements



Alignment with Stakeholder Aspirations



Brand Risk Mitigation



Buyer & Supplier Benefits



Ethical Framework Consideration



Social Compliance Program Framework



Workplace Standards



HQ Responsibility & Training



Supplier Commitment & Training



Functioning Grievance Mechanisms



Monitoring



Collection & Management of Compliance Data



Timely & Preventative Remediation



Responsible Purchasing Practices



Consultation with Civil Society



Verification Requirements

Questions