



Integrity Policy note: To avoid conflicts of interests

To safeguard the integrity and objectivity of its processes, the Fair Wage Network (FWN) has implemented a robust structure that minimizes the risk of conflicts of interest. This policy outlines the framework and measures adopted by FWN to ensure the independence and transparency of its operations.

Organizational Structure

FWN operates through **three distinct and largely independent branches**, each with specific roles and responsibilities, complemented by FWN Scientific committee:

- 1. Data Collection Branch:**
Composed of local teams of assessors, former auditors, and experts.
Responsible for collecting wage and cost-of-living data on objective grounds.
- 2. Analytical Branch:**
Conducts analytical work, including living wage gap analyses and validation surveys.
Uses wage data provided by companies and other external sources to ensure rigorous evaluation.
- 3. Certification Branch:**
Responsible for issuing certifications based on independent evaluations of results conducted by the Analytical Branch.
Ensures full compliance and coverage before providing all analytical reports to the Scientific committee. Presents the results orally to the Scientific committee together with the written reports.
- 4. Scientific Committee:**
Composed of independent experts and academics who are not part of the FWN team.
They look at all reports from the living wage gap analysis + validation surveys
On this basis they either ask for additional information, data, proofs (like pay slips) or grant the certification.

While these branches operate independently, they are designed to collaborate through structured feedback mechanisms. For instance:

The Analytical Branch can highlight gaps in living wage benchmarks to the Data Collection Branch, prompting future surveys in specific localities.

The Certification Branch or the Scientific committee may request additional analyses from the Analytical Branch to address specific requirements for certification.

Operational Safeguards Against Conflicts of Interest

- 1. Independence of Processes:**
Data collection at the local level is performed by independent teams unaffiliated with FWN's clients or members.
Analytical work, such as living wage calculations, is conducted centrally by the Headquarters team based on objective data and established methodologies
- 2. Annual Adjustment of Living Wage Thresholds:**
Living wage thresholds are revised annually and finalized at the end of September.
Updated thresholds are immediately communicated to all users (approximately 100 companies) and published online. This prevents external influence from the brands on the already published figures.
- 3. Segregation of Data and Services:**
The collection of living wage data and the services provided to companies are entirely separate processes.
Companies cannot influence the data, which are collected and analysed independently.

Policy Accessibility

This policy is included in FWN's methodology note and will be reviewed periodically to address evolving needs and challenges. By adhering to these principles, FWN ensures that its processes remain impartial, credible, and trusted by all stakeholders.