

INCALPACA

FACTORY PROFILE

2024

SUPPLIER ID

Incalpaca TPX S.A.
Established in 1996
Arequipa, Peru

1209 employees.

Capacity and products:

Accessories and Home line:
40,000 pieces per month

Outerwear:
8,500 pieces per month.

Knitwear:
25, 000 pieces per month.

Fabrics:
110,000 metres per month.

Average lead time:
100 days.

INCALPACA

SUSTAINABILITY

With an integral culture of sustainability, our alpaca and vicuna garments are made to avoid and minimise environmental impact and occupational hazards.

Our commitment is based on the following pillars:

EQUITY

ENVIRONMENT

ANIMAL WELFARE

RESILIENCE

FACTORY CERTIFICATIONS

WRAP – Worldwide Responsible Accredited Production

Huella de Carbono | Perú

BASC

BioTrade Peru – Biocomercio Perú

Fair Trade Peru – Good Practices

PRODUCT CERTIFICATIONS

These certifications only apply to some of our products.

PFAS FREE – Analysed with USA Standard

OEKO-TEX®

Responsible Alpaca Standard – R·A·S – Certified – ©TextileExchange

Responsible Wool Standard – R·W·S – Certified – ©TextileExchange



INCALPACA

PROCESS

CUTTING
Automatic LECTRA spreading and cutting equipment.

SEWING
5 000 garments per month.

Modular Sewing System under the principles of Lean Manufacturing

EMBELISHMENTS
Heat Transfer
Pad Printing
Screen Printing
Embroidery

PRODUCT DEVELOPMENT
Patterns
Costing
GSD
Samples (SMS)
Spec Writer
Performance fabrics



WOVEN

Production capacity per month:
110,000 meters.

Minimum order quantity:
Fabrics:
100 - 300 meters per colour.
Accessories & Home Textiles
100 - 200 units per colour.

Main products and outsourced production:
Shawls, scarves, throws, blankets, fabrics, others.

Machinery/equipment
- Jacquard dornier: 2400 4800
- Somet master 2200: (220 cm width, 260 RPM)
- Somet 3800: (380 cm width)
- Dornier HTVS2001: (220 cm, 350 RPM)

Finishing:
- Napping machines
- Brushing machines
- Washing machines
- Decatising KD
- Decatising (continuous)
- Vaporizer machine
- Fulling machine
- Others

INCALPACA

Weaving.
Production staff control the weaving process , supported by the Weaving Card and the Production Process Card (PPC).

Finishes.
The product is identified with the PPC and is compared to the prototype.

We verified:
Tension resistance
Material/Yarn
Colour (dyed or undyed)
Weave construction
Finishes.

Faults and defects are clearly identified and sort.

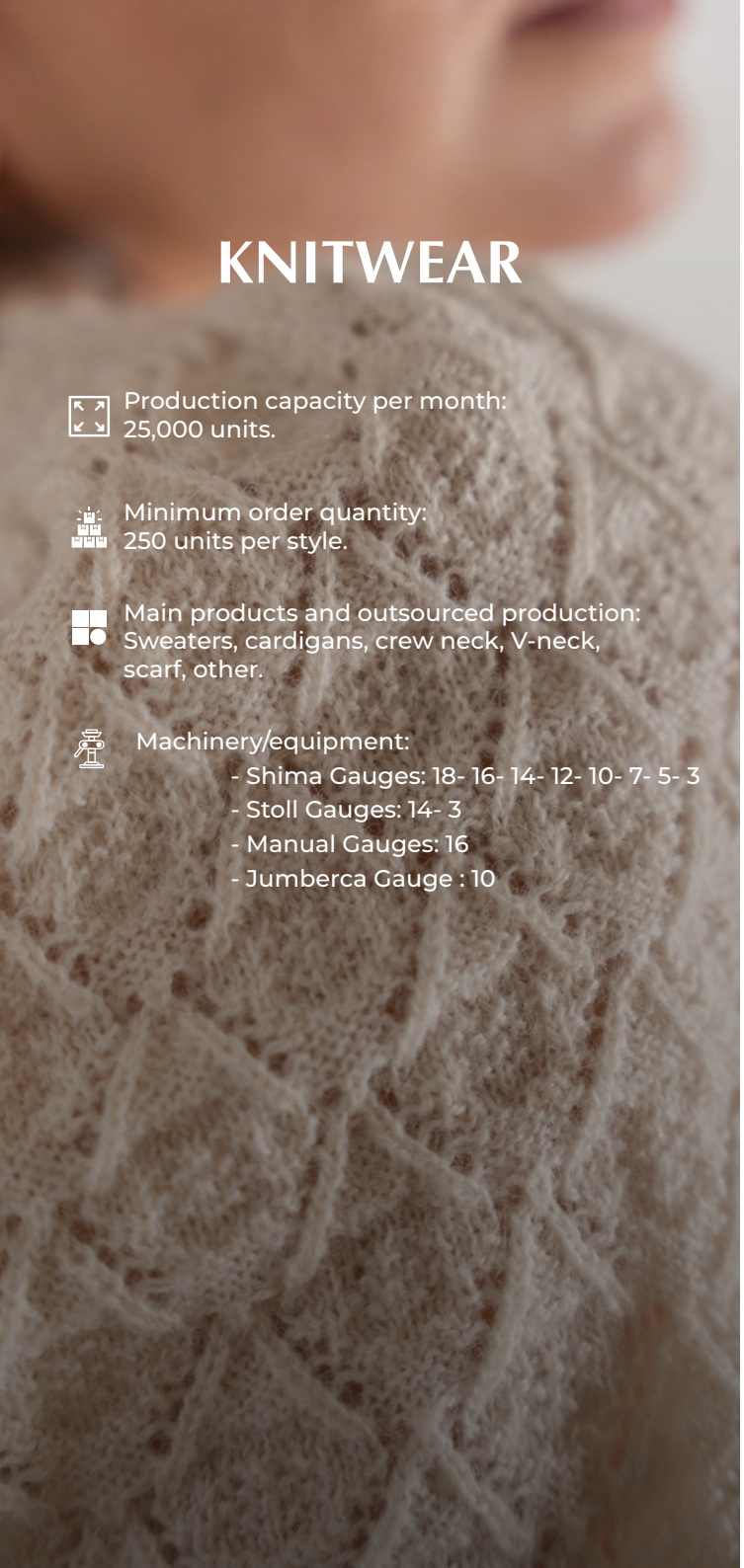
The product is weighed and measured, the density determined and the information recorded in the PPC.

The finished product is sent to the warehouse. The BIN CARD is registered and compared with the PPC.
If all the information is correct, the product is ready for delivery.

The PPC and BIN CARD returns to the production manager office in order to keep them in the files.

Quality Control Office writes a daily production report that is registered in the IMC system with the process information.

Additional measures are taken to assurance quality control of accessories and finished garments. Full information on quality assurance procedures are available upon request.



KNITWEAR

Production capacity per month:
25,000 units.

Minimum order quantity:
250 units per style.

Main products and outsourced production:
Sweaters, cardigans, crew neck, V-neck, scarf, other.

Machinery/equipment:

- Shima Gauges: 18- 16- 14- 12- 10- 7- 5- 3
- Stoll Gauges: 14- 3
- Manual Gauges: 16
- Jumberca Gauge : 10

INCALPACA

Knitting process. Are verified:
Quantities and accessories per lot.
Specifications compared to prototype.
The sequence of colours.
Loose stitches.
Defective panels.

The approved panels and accessories are send to the next production process.

Washing and steaming
Lot inspection
All parameters, specifications and quality standards are verify.

All faulty articles/accessories are returned for re process and/or replacement.

Assembling.
It's verify stitch elasticity, dimensions.
Compare final product with prototype.

Verify as well that all production process maintains compliance with the established standard of each product.

Final inspection.
30% of the total order is inspected according to the parameters, characteristics and prototype of each product/style.

Additional measures are taken to assurances quality control through the production process.
Full information on quality assurance procedures is available upon request.



OUTERWEAR

INCALPACA

Production capacity per month: 8,500 units.

Minimum order quantity: 120 units per model.

Main products and outsourced production:
Coats, jackets, capes, shirts, vests, skirts, pants.

Machinery/Equipment:

- Sewing Machines – DURKOP
- Double stitch sewing machines
- Sleeve closure machines
- Overlock machines
- Interlining machines
- Vaporizer machines
- Other machines

INCALPACA

PRODUCT RANGE

OUTERWEAR



ACCESSORIES



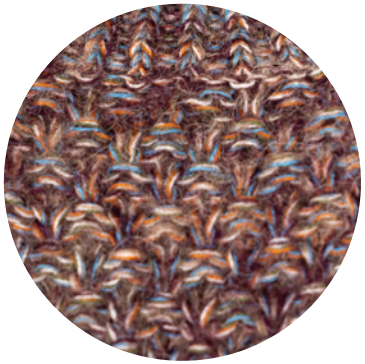
HOME LINE



FABRICS



KNITWEAR



CLIENTS

Alicia Adams | Max Mara | Sandra Jordan | Eileen Fisher

Peruvian Connection | The Inoue Brothers | Elvang Denmark



INCALPACA

TEAM MANAGEMENT

- **JUAN PABLO RIVERA** / Commercial Director
  ✉ jprivera@incalpaca.com
  ✆ +51 990 407 079

- **ANDREA CHIAPPE** / Knitwear Division Sales Manager
  ✉ achiappe@incalpaca.com
  ✆ +51 991 227 021

- **CLAUDIA FUENTES** / Woven Division Sales Manager
  ✉ cfuentes@incalpaca.com
  ✆ +51 974 786 369

- **KATHERIN PALZA** / Outerwear Division Sales Manager
  ✉ kpalza@incalpaca.com
  ✆ +51 974 786 368



CODE OF CONDUCT

INCALPACA

Salaries

- Payment system weekly or monthly by cash and/or direct to the bank.
- The monthly salary is based on a maximum of 48 hours per week.
- Minimum salary required by the local government per month is S/.1025 - US$280.00 (approximate US$ due to exchange rate).
- Workers are paid weekly and employees are paid every 15 days.

Entitlements and deductions

- Salary statement shows the gross income as well as deductions such as social security, legal taxes, other deductions (lateness, penalties) and net income.
- Workers are fined for poor work, lateness, and others according to the law.
- Deductions are made for the hours that the workers do not come to work and that are not justified or approved by managers.

Working Hours

- 48 hours maximum number of normal and legal hours worked per week.
- Overtime is voluntary.
- No legal time limit for overtimes worked per week. Incalpaca's policy regarding normal and overtime hours is not to exceed 12 hours of work per day.
- Workers have 01 day off in 7 days during either peak or off-peak working.
- Workers have a lunch break every day.

Employment of minors

No worker at the factory is below the national school leaving age.
The age of workers is verified by the ID.
No work experience programmes for school age children, programmes are only for university students and technical schools.

No forced labour

Under no circumstances does Incalpaca use forced labour.
No bonded labour.
No prison labour.

Freedom of association

Employees are able to join associations of their choosing.





Employee representation:

Workers are not by any case required to lodge deposits when they join the company.

Disciplinary procedures:

Memorandums & suspensions.

Discrimination:

We do not have discrimination problems.

Disabled workers:

Incalpaca employs people with physical and/or intellectual disabilities.

Environment:

Local environmental laws cover ENVIRONMENTAL CARE AND POLLUTION.
Incalpaca complies with these laws and can be verified - certified by the local government.
Our policy assures "Safer Chemical Procedures".
Materials used are biodegradable.

WORKFORCE

1209
employees

64%
Women workers
(774 employees)

36%
Men workers
(435 employees)



Our staff, in addition to its labor benefits established by law, also benefits from additional programs and support. These include:

Death Aid Fund
Provides financial support following the death of a family member.

Healthcare system
We provide free medical and psychological services within the company for employees and their families.

Legal counseling and advice
We can assist with employment, criminal, civil and family law advice.

“La Familia” employee store
Sales area that provides essential products on credit for workers.

Student Grants Program for workers and their families
We support the personal development of the children of employees who have excelled in their educational centres.

Sports Championships
We promote sport internally through the “Copa Incalpaca”. We participate in external matches.

Christmas Party
for Low-Income Children.



INCALPACA TPX S.A.

Calle Cóndor 100, Sachaca Arequipa- Perú
T-51 54 603000

incalpaca.com sales@incalpaca.com