

ESG data

Based on the company strategy, the following data results for the fiscal year Juli 22 – June 23 were achieved.

Data	Unit	As per		
		Baseline	Target	30.6.23

Long-lasting products

Reclamations	%	0,5	Max. 1	0,5
70% of products must be relevant in a consumer wardrobe, 3 consecutive seasons in a row	%		70	73,6

Responsible production

Amfori score	Score		See below	
Cooperation agreements with our most relevant fabric suppliers	Quantity		4	1
Self-assessment, our most important Tier 1 suppliers once per year	Quantity		5	5
Oeko-Tex certification	%	100	100	100
Use of organic cotton	%	100	100	100
Use of viscose from replanted forestry	%	100	100	100

Responsible Sales

Returns for B2B	%		3	4
Returns for B2C			16%	26,38

Responsible governance

OECD's Guidelines – 3 biggest risks See below

CO2e, scope 1

Energy from solar panels ¹	CO2e kg	-	900	730
Company cars, calculated per car ²	CO2e kg	7.560	5.000	6.580
Energy from oil boiler ³	CO2e kg	46.768	-	12.127

CO2, scope 2

Water usage ⁴	CO2e kg	13,9	13,5	13,5
Electricity ⁵	CO2E kg	4.796	5.000	5.277

Employment

Full time workforce ⁶	FTE	19,87	18	19,31
Gender diversity for upper management	%	67	50	60
Gender pay diversity	Times	0,87	1	1,19
Employee turnover ⁷	%	25	5	47
Employee well-being ⁸	Score	8,3	8,8	8,4
Sick leave ⁹	Dage/FTE	3,39	4	7,17
Customer retention ¹⁰	Index	93,95	90	91,54
Gender diversity of the board	%	33	50	67
Board meeting presence	%	100	100	100
Pay diversity CEO and employees	Times	N/A	2	2

Notes:

- Source: Fronius, www.fronius.com
- Average km/year: 53.000 x emission factor
- Liter x emissionsfactor of 2.800 g/L
- Source: Aarhus Vand (Water supply company)
- Electricity: Quantity kWh (87437) x emission factor (60.35 g). Including heat pumps.
- Total no. of working hours 22 / no. of employees compared to same 2023.
- (Voluntary + non voluntary leaving FTEs / FTEs) * 100
- EVI employee well-being score 8,8-10 (Very high well-being)
- One long-term sick leave included. Without this one long-term sick leave, it would be less than 3.
- (No. customers at the end of the period less new customers in the period) / (No. customers at beginning of the period) * 100

Amfori BSCI score

Target:

Minimum C-score after 2nd audit, but with max. 1 D-sub score.
After 3rd audit min. B-score is accepted, but with max. 3 C-sub scores.

These 5 suppliers represent more than 90% of our total yearly purchase.

	Overall score last audit	Sub scores	Development
Supplier 1	B	2C	↑
Supplier 2	C	2C, 1D	↑
Supplier 3	C	2D	↓
Supplier 4	B	1C	↑
Supplier 5	A	All A	⇒

Comments:

All-in-all a development in the right direction for most suppliers.
Apart from supplier 2, all have in-house production.

With the new amfori BSCI code of conduct in force we expect to see a small decline next fiscal year.

OECD Guidelines

Our 3 focus areas, based on a full risk assessment made in Autumn 2022, have been:

- Cotton
- Transport
- Supplier transparency: Subcontractors and fabric suppliers

Results:

- Cotton
All the cotton we use is organic.
We have seeked deeper insight in our supply chain as for the origin of all the cotton used, however have found it very difficult so far to get valid data.
- Transport
This area – import and export – is postponed till next year, mainly due to resource scarcity in-house and also scarce data from transport companies.
- Supplier transparency: Subcontractors and fabric suppliers
Subcontractors
Contacted all subcontractors and have their self-assessments. Information showed that 2 were acceptable, 1 did not have the necessary permits – and was not interested in getting them. In this case (the latter), our producer stopped the cooperation with the sub-contractor.
Dyehouse/fabric supplier
Contacted 6 dyehouses / fabric suppliers, got response from 5. Feedback showed that they either had their own waste-water management system or were connected to the public system. All have various environmental certifications.
In general, assessments showed that the standard was high in dyehouses / fabric suppliers, however more diverse, when it came to the subcontractors.

What did we achieve / learn?

- Further transparency in our supply chain.
- One supplier stopped working with a subcontractor that we could not approve of.
- We learned not to ask so many open questions, as they are difficult to compare. Next round we will make a questionnaire with more answer alternatives, so they can choose their answers – together with a comment box for additional information.