

# UN GLOBAL COMPACT

## COMMUNICATION ON PROGRESS 2011

### Statement of Support

Nybo Jensen Konfektion A/S is a family owned company. It was established in 1962 by Margit and Peder Nybo Jensen. Peder Nybo Jensen is a man with very big visions and this has really characterized the company.

Today their 3 children, Helle Nybo Holmberg, Anders Nybo Jensen and Jacob Nybo Jensen is active partners together with the founders and Claus Risborg as CEO in the company. The company is headquartered in Viborg, Denmark and has own production facilities in Latvia with danish management.

Our way to treat and respect our staff has always been a key-word in Nybo Jensen Konfektion A/S as the staff is our most important resources for our success. It is important for us that we are an attractive company to work for and that we can attract good employees.

Our values are:

- ❖ Dynamic
- ❖ Passion
- ❖ Trustworthiness
- ❖ Quality

Since the start in 1962 there has been a special CSR spirit in the company. We call it common sense. We have always been honest and trustworthy and willing to give a helping hand to a colleague, a customer or a third part.

We have worked with a Code of Conduct, from "Danish Fashion and Textile" which is the trade association for Danish textile and clothing, with our suppliers since 2007 where the 10 principles from UN Global Compact are integrated. The suppliers have accepted to work after these principles.

Regularly we visit our suppliers at the production places to secure our agreements. We want to take responsibility towards environment and human beings on production places and sub contractors so we can comply with realistic demands and expectations from our customers.

Our COP-report will be available at our homepage [www.nybo.dk](http://www.nybo.dk) and at UN Global Compact homepage [www.unglobalcompact.org](http://www.unglobalcompact.org).

Viborg, 16.01.12



Nybo Jensen Konfektion A/S  
Claus Risborg Nielsen, CEO



KONGELIG HOFLEVERANDØR

**NYBO JENSEN**  
K O N F E K T I O N A / S

INDUSTRIVEJ 24-26 · DK 8800 VIBORG  
TLF +45 87 27 30 00 · FAX +45 87 27 30 01  
CVR-NR. DK 36 74 51 18  
[Http://www.nybo.dk](http://www.nybo.dk) · E-mail: [salg@nybo.dk](mailto:salg@nybo.dk)

## COMPANY INFORMATION:

**Nybo Jensen Konfektion A/S**  
**Industrivej 24-26**  
**DK-8800 Viborg**  
**Denmark**

**Business area: Textile and manufacturing  
of light work wear**

**Membership date:**

**17.01.2011**

**Contact person:**

**Helle Nybo Holmberg**

**Position:**

**Purchasing Manager**

**Mail:**

**hnh@nybo.dk**

## KEY FIGURES:

### **Employees:**

45 employees in Nybo Jensen Konfektion A/S in DK and 185 in our production in East Europe.

### **Suppliers:**

We have suppliers in Latvia, East Europe, India, China and Philippines.

### **Business platform:**

Our business platform is developing, manufacturing and selling of work wear garments to laundries and wholesalers. We want to deliver quality work wear garments to employees with the segments: nursing homes, cleaning, catering and hospitals.

**Nybo Jensen Konfektion A/S cannot alone change the world alone, but through communication and responsibility in the normal day – we can change the attitudes by our suppliers.**



KONGELIG HOFLEVERANDØR

**NYBO JENSEN**  
K O N F E K T I O N A / S

INDUSTRIVEJ 24-26 · DK 8800 VIBORG  
TLF +45 87 27 30 00 · FAX +45 87 27 30 01

CVR-NR. DK 36 74 51 18

Http://www.nybo.dk · E-mail: salg@nybo.dk

## **The Ten Principles of the United Nations Global Compact**

### **Human Rights**

**Principle 1** Businesses should support and respect the protection of internationally proclaimed human rights.

**Principle 2** Make sure that they are not complicit in human rights abuses.

#### **Statement:**

We have always been very focused on Human Rights and follow all national rules and legislations for human right issues in Denmark and in our production facilities in Latvia.

#### **Suppliers**

We have a long relationship and very close cooperation with our suppliers and we believe that this influence to improve the human rights. According to our Code of Conduct all suppliers must comply with these principles.

Our supplier in India has in 2011 been certified according to SA 8000 and this is very important for our cooperation and understanding for good business and where Human Rights are a part of this certification.

Nybo Jensen Konfektion A/S supports chosen projects as a helping hand. This has been the following projects:

WWF - World Wide Fund for nature. AMPO support to homeless children in West Africa. The foundation of Greenland and The Danish Cancer Society.

#### **Activities for 2012:**

Our plan is to make questionnaires towards suppliers. The questionnaire should measure the level of human rights and labour rights by each supplier. These are the focus areas we want to strengthen towards our suppliers.

Next step is to make mutual time schedules and deadlines for improvements with each supplier on these 2 focus areas.

Nybo Jensen Konfektion A/S will check these improvements by continues visits to secure that the suppliers follows agreed goals for improvements.

Once a year we evaluate and certify our suppliers in categories as A, B and C.

Our goal in 2012 is to secure that our suppliers continue to improve in order to be an A-supplier.



## **Labour Rights**

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**Principle 4:** The elimination of all forms of forced and compulsory labour.

**Principle 5:** The effective abolition of child labour.

**Principle 6:** The elimination of discrimination in respect of employment and occupation.

### **Statement:**

As we are a Danish company we follow the high Danish legislation standard and fulfil these demands. In our production in Latvia we also work after high Latvian legislation standard and with danish management.

Employees in Denmark are allowed to organise in unions and all 4 principles are respected.

We are a member of Danish Federation of Textile and Clothing and we respect and follow their agreements.

We have a green "Smiley" – a certificate from The Danish Working Environment Service which shows that our company takes care of the working conditions and these are under control.

A new employee becomes a "Company book" so the employee is explained about the company and all daily rules and agreements.

### **Suppliers:**

Our supplier in India has in 2011 been certified according to SA 8000 and this is very important for our cooperation and understanding for good business and where Labour Rights also is a part of this certification.

According to our Code of Conduct all suppliers must comply with these principles.

### **Activities for 2012:**

Our plan is to make questionnaires towards suppliers. The questionnaire should measure the level of human rights and labour rights by each supplier. These are the focus areas we want to strengthen towards our suppliers.

Next step is to make mutual time schedules and deadlines for improvements with each supplier on these 2 focus areas.

Nybo Jensen Konfektion A/S will check these improvements by continues visits to secure that the suppliers follows agreed goals for improvements.

Once a year we evaluate and certify our suppliers in categories as A, B and C.

Our goal in 2012 is to secure that our suppliers continue to improve in order to be an A-supplier.

## **Environment**

**Principle 7:** Businesses should support a precautionary approach to environmental challenges.

**Principle 8:** Undertake initiatives to promote greater environmental responsibility.

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

### **Statement:**

In Denmark we have administration and stock facilities and this require less resources compared to our production facility in Latvia.

Still we are very focused on how to save energy and water. Since 1980 we have had our own windmill in Viborg which produce power for our administration and central storage.

For many years we have sorted our waste – paper, cartons and plastic and the waste are sold for recycling. We do not pack our garments in plastic bags but use recycled paper instead.

In Latvia we have received a certificate for recycling and sorting our waste which gives a clean environment.

Our goal is primary to use fabrics and accessories which have Oeko Tex Standard 100 and fabrics with the the environment certificate EU Ecolabel or Bluesign.

### **Activities in 2012:**

In 2012 it is our goal to use less electricity, gas and water and will measure this for the year. Where it is possible we will try to improve with solutions which use less consumption of above.

We will make policies about freight – how can we reduce the CO2 emission in transport. This is regarding shipments to our customers, between production places in Latvia and Far East.

## **Corruption**

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

### **Statement:**

Nybo Jensen Konfektion A/S will not enter into negotiations with suppliers and customers that require any form of extortion and bribery or any kind of corruption.