



This is our Communication on Progress in implementing the principles of the United Nations Global Compact.

We welcome feedback on its contents.

# Communication On Progress

## POMPdeLUX ApS 2011

### Statement of support

POMPdeLUX ApS is a Danish fashion house founded in 2006 in Aarhus, Denmark. We design and sell children clothes with a classic Scandinavian style. It is our mission to dress children of the world in quality clothes with a Nordic twist. Our vision is to be better than the best when it comes to design, quality, price and customer satisfaction. All products are designed in Denmark and produced by our suppliers in Turkey, China and India. In order to keep the clothes at a low price, we are not selling through traditional shops, but via Home shopping events and in our Webshop.

POMPdeLUX ApS are dedicated to fulfil the intentions of the 10 principles outlined by the UN Global Compact Initiative. We strive strongly to influence our suppliers and business partners to support, to live up to and to participate in the Global Compact Initiative.

Our CSR-strategy has been developed with respect of the UN Global Compact's 10 fundamental principles. The 10 principles constitute the framework for our effort to run our company as well economically as sustainably.

Our CSR-strategy is embracing the four main areas in Global Compact:

#### **Human rights, Labour Standards, Environment and Anti-corruption**

Out of these four areas we are focused on four main topics:

- Responsible sourcing
- Environment
- Employer relations
- Communication

Our CSR-strategy is implemented in our daily work within human resource, purchasing and logistic, design and communication. It is one of our company values that we want to be engaged and to act responsible local and global.

In 2012/13 we have set targets within the 10 principles and we measure our performance year by year. POMPdeLUX ApS is dedicated to fulfill the intentions of the 10 principles outlined by the UN Global Compact Initiative and our support remains unchanged.

Aarhus, 2012-07-10

  
Marianne Hoffmann, CEO

Aarhus, 2012-07-10

  
Lotte Brændstrup, Executive Assistant





### Brief description of nature of business.

POMPdeLUX ApS is a Danish fashion house founded in 2006 in Aarhus, Denmark. We design and sell children clothes with a classic Scandinavian style. It is our mission to dress children of the world in quality clothes with a Nordic twist. All products are designed in Denmark and produced by our suppliers in Turkey, China and India. In order to keep the clothes at a low price we are not selling through traditional shops but via Home shopping events and in our Web-shop. This is the key to our success.

<b>Company info</b>	POMPdeLUX ApS	<b>Date</b>	10-07-2012
	Møgelhøj 8 DK 7430 Ikast		
<b>Telephone</b>	+45 86787871	<b>Membership date</b>	01-07-2011
<b>Country</b>	DK - Denmark	<b>Number of employees</b>	40
<b>Contact name</b>	Lotte Brændstrup	<b>Sector</b>	Textile
<b>Contact position</b> <b>Contact mail</b>	Executive Assistant lbr@pompdelux.dk		

## HUMAN RIGHTS PRINCIPLES

**PRINCIPLE 1** BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

**PRINCIPLE 2** BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

### Commitment

From the very first day POMPdeLUX ApS has been working with social responsibility and have donated considerable amounts to various projects. However from 2010 we have been working on developing a detailed CSR-strategy to support us achieving our company goals.

We are committed to uphold human rights principles, and as a consequence of our strategic work we have formulated a sustainability policy and have developed a responsible supplier program. According to our policy the company, employees and all suppliers to POMPdeLUX must always





respect and protect the internationally proclaimed human rights. It is also an obligation for us and our suppliers always to comply with all national laws relevant to human rights issues.

We are committed to ensure influence on human rights and working conditions in our supply chain and we endeavor to improve our social performance in our supply chain in a valid, transparent and trustworthy way.

### **What we do**

Our CSR-policy is covering all human rights issues and we have a policy of diversity and equality. According to our policy we have a zero tolerance against discrimination and we encourage everyone to inform their leader if discrimination is observed.

We strive to create a workplace where everyone is doing fine regardless to gender or nationality. We endeavor to give men and women equal opportunities for promotion, career and a good family life.

We are confident, that our policies and values, our in-house awareness training of employees and our BSCI membership combined with our in-house procedures for dismissal will prevent us against discrimination.

### **Our suppliers**

We mainly operate in long terms relationships with a group of core suppliers with whom we have been doing business with for a long time. It is our belief that we have influenced our core suppliers by upholding a constant pressure and demand for documentation for complying with the basic human rights principles.

POMPdeLUX ApS is a member of the European Initiative BSCI (Business Social Compliance Initiative). Through this concept we are obliged to respect human rights and basic labour standards, and to implement these in our supply chain.

Through our membership in BSCI we have implemented our policies and Code of Conduct in our supply chain and the BSCI system enables us to measure our progress. Since 2010 several of our suppliers have had a first audit in their factories. Additionally we try to help our suppliers with working tools, awareness training, management manual and make sure that all health and safety issues are understood.

### **Outcome**

- POMPdeLUX ApS comply with Danish labor legislation and thus we are confident that we have no violation of human rights.
- In 2011 we joined the UN Global Compact Initiative
- In 2011 we have allocated responsibility for protection of Human Rights within our company with a CSR-responsible person in the organization.
- In 2011 75 % of all employees have participated in a basic CSR-course.





- In 2011 82 % of all employee are following a collective agreement
- In 2011 43 % of employees on management level or in a position of trust were women.
- In 2011 13 % of all employees are of other nationality than Danish.
- In 2011 48 % of our suppliers (buying volume) had first audit, and hereof 30 % with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating. The rest should be screened.

### Next Year

- In 2012 our CSR-responsible person in the organization will set up a system for measuring our performance within job satisfaction.
- In 2012 95 % of the permanent staff will have basic training in working environment and the BSCI concept.
- In 2012 15 % of all employees are of other nationality than Danish.
- In 2012 we will implement a whistleblower for the staff to have an anonymously place to put forward claims or suspicious observations.
- In 2012 66 % of our suppliers (buying volume) will have first audit, and hereof 33 % should be with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating. The rest should be screened.

## LABOUR PRINCIPLES - PEOPLE

<b>PRINCIPLE 3</b>	<b>BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING</b>
<b>PRINCIPLE 4</b>	<b>BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR</b>
<b>PRINCIPLE 5</b>	<b>BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR</b>





## **PRINCIPLE 6**

### **BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION**

#### **Commitment**

Our CSR-policy is covering all international labour principles and we regulate our staff according to the collective agreements in our area of business. We strive to create a safe and sound workplace for permanent workers as well as all our temporary workers. We uphold the right to collective bargaining and the freedom of association.

We are confident, that our policies, our values and our in-house awareness training of employees will help us to comply with all national labor laws and basic labour standards.

#### **What we do**

We have an occupational health and safety policy and we have worked with our working environment for several years and according to high Danish legislation standard we assess any labour related risks or accidents at POMPdeLUX ApS professionally.

We have a health insurance covering all permanent employees. We have 6 weeks of vacation and paid sick leave. We have a canteen with daily lunch facilities at favorable prices and free coffee and fruit. Compensation and overtime payment meet the Danish minimum standard or the relevant collective agreement. For monthly paid workers flexible working hours is a possibility.

All permanent workers have a private pension of 10 % of the salary paid by the employer.

We focus on a good cooperation with the staff by educating our staff in leading positions always to promote human understanding in all decisions. We focus on a good cooperation among colleagues by valuing the ability to cooperate and work in teams.

Since the beginning we have worked with charity and we are proud to be able to support some of the less fortunate people in the world.

#### **Our suppliers**

We are committed to ensure influence on human rights and working conditions in our supply chain and we endeavor to improve our social performance in the supply chain in a valid, transparent, and trustworthy way.

Through our membership in BSCI we have implemented our policies and Code of Conduct in our supply chain. Since 2010 several of our suppliers have had a first audit in their factories.

Additionally we try to help our suppliers with working tools, awareness training courses, management manual and make sure that all health and safety issues are understood.





## Outcome

- POMPdeLUX ApS comply with Danish labor legislation and thus we are confident that we have no violation of working environment laws, basic working rules or the right to freedom of association.
- In 2011 we have allocated responsibility for protection of workers' rights within our company with a CSR-responsible person in the organization.
- In 2011 75 % of all employees have participated in a basic CSR-course.
- In 2011 82 % of all employees are regulated according to collective agreements.
- In 2011 all permanent workers have an employer paid pension of 10 %.
- In 2011 5,2 % of all permanent staff are employed on special terms.
- In 2011 we received a Green Smiley for our environmental work.
- In 2011 we spend 250.000 Dkr. on a donation to the great **Denmark Collection 2011**.
- In 2011 48 % of our suppliers (buying volume) had first audit, and hereof 30 % with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating. The rest should be screened.

## Next Year

- In 2012 our CSR-responsible person in the organization will set up a system for measuring our performance within job satisfaction.
- In 2012 95 % of permanent staff shall participated in a basic CSR-course with BSCI introduction.
- In 2012 10 % of all permanent workers will receive first aid training.
- In 2012 we will spend 350.000 Dkr. on charity.
- In 2012 all permanent workers will have an employer paid pension of 12 %.
- In 2012 we will implement a whistleblower for the staff to have an anonymously place to put forward claims or suspicious observations.
- In 2012 66 % of our suppliers (buying volume) will have first audit, and hereof 33 % should be with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating. The rest should be screened.





## ENVIRONMENTAL PRINCIPLES

- PRINCIPLE 7** BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
- PRINCIPLE 8** BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
- PRINCIPLE 9** BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

### Commitment

We strive to reduce the impact we have on the world by running our business.

Our effort on restricted chemicals has contributed to a general higher awareness of avoiding harmful chemicals in our clothes.

### What we do

We uncover our resources on essential and relevant areas. An area of focus is our recycling of cardboard which we increase year by year.

Our position on transportation is clear and demands us to prevent from flying clothes to Denmark unless absolutely necessary. Good preparation is the key to the solution in that respect.

We strive to have as much of our clothes labeled with the health label, Oeko-Tex 100 to create confidence to our consumers. We also support the organic clothing industry by using the GOTS label on as much organic cotton products as possible.

As a supplement we intent that the limit values in Oeko-tex 100 shall form the general standard for our restricted chemical programme, also when our clothes cannot be labeled with Oeko-Tex 100.

We have an organic collection of underwear/nightwear produced according to the international global standard GOTS.

### Our suppliers

Through our membership in BSCI we have implemented our policies and Code of Conduct in our supply chain. Since 2010 several of our suppliers have had a first audit in their factories. Additionally we try to help our suppliers with working tools, awareness training courses, management





manual and make sure that all health and safety issues are understood.

We have 100 % signed commitments to our restricted chemicals programme from suppliers and all our core suppliers have obtained a higher awareness on environmental challenges in general.

### Outcome

- POMPdeLUX ApS comply with Danish environmental legislation and thus we are confident that we have no violation of environmental laws in Denmark.
- In 2011 our measurements of water, heating, electricity and waste are the following:

(pr. worker)	2011	Goal 2012/13
Water in m3	8	7,2
Waste in KG	262	236
Cardboard for recycling in ton	827	909
Heating in MWh og m3	3,2/97	2,9/87,3
Electricity in Kwh	4278	3851
Transportation by ship/ plane/truck	70/5/25 %	70/5/25 %
% of BV with Oeko-Tex 100	30 %	35 %
% of BV is cotton according to GOTS	5 %	5 %

- In 2011 we had the following grouping of transportation ways:  
ship 70% / plane 5 % / truck 25 %
- In 2011 75 % of permanent staff shall participated in a basic CSR- course.
- We have 100 % signed commitments to our restricted chemicals program from suppliers.
- In 2011 30 % of our products are of fabric with Oeko-Tex 100 label.
- In 2011 5 % of our products are organic cotton fabric with the GOTS label.

### Next Year

- In 2012 we expect a 10 % reduction on all measurements of water, heating, electricity and waste.
- We expect the following grouping of transportation ways:  
ship 70% / plane 5% / truck 25%.
- In 2012 we plan to extend our random inspections on readymade garment from all core suppliers.
- In 2012 we expect 95 % of all permanent staff to participate in a basic CSR-course.





# ANTI-CORRUPTION PRINCIPLE

## PRINCIPLE 10

**BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY**

### Commitment

We strongly distance ourselves from using bribery or corruption where ever we do business. We strive to influence our suppliers that corruption should be avoided everywhere in their own range of influence.

### What we do

We have a clear and unambiguous anti-corruption policy. Our policy is covering bribery, corruption, gifts and other facility payments. All employees should work active to prevent all forms of corruption.

We have implemented our policy in our organization and we strive to influence our suppliers and business partners that corruption should be avoided everywhere in their own range of influence.

### Our suppliers

Through our membership in BSCI we have implemented our policies and Code of Conduct in our supply chain. Since 2010 several of our suppliers have had a first audit in their factories. Additionally we try to help our suppliers with working tools, awareness training courses, management manual and make sure that all terms are understood.

### Outcome

Bribery and corruption is very rare in Denmark due to tradition and strict legislation. We are confident that POMPdeLUX ApS complies with Danish bribery and anti-corruption legislation and thus we have no violation of national laws in our headquarters in Denmark. We believe that our effort on anti-corruption and bribery have raised awareness among our staff.

- Until now we have never been involved in a legal dispute regarding corruption.
- In 2011 75 % of permanent staff shall participated in a basic CSR- course.
- Our policy has been implemented and consequently employees are not allowed to receive a gift from a supplier or other partners.
- In 2011 48 % of our suppliers (buying volume) had first audit, and hereof 30 % with the





result GOOD or IMPROVEMENT NEEDED according to the BSCI rating. The rest should be screened.

#### **Next Year**

- In 2012 we will implement a whistleblower for the staff to have an anonymously place to put forward claims or suspicious observations.
- In 2012 95 % of our permanent staff shall participated in a basic CSR-course including anti-corruption.
- In 2012 our staff handbook will be added with rules about bribery, gifts etc.
- In 2012 66 % of our suppliers (buying volume) will have first audit, and hereof 33 % should be with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating. The rest should be screened.

#### **How do you intend to make this COP-report available to your stakeholders?**

- We intent to expand the knowledge of POMPdeLUX ApS as a responsible brand for children's wear.
- We will teach our employees and sales consultancies in our CSR-strategy and communicate directly with our customers.
- This Communication on Progress report will be available at the Global Compact homepage and our CSR-strategy can be found on [www.pompedelux.dk](http://www.pompedelux.dk).