

## Communication on Progress 2013 Nimbus Nordic A/S



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## **Introduction**

This COP report is the first made by Nimbus Nordic A/S. Nimbus Nordic A/S is a supplier for the promotional business.

Focus on CSR has been a part of our business concept and practice for several years. However, the principles of Global Compact' exemplify and indicate ways in which Nimbus Nordic A/S as a company - through our actions – can respect fundamental human rights, labor rights, show environmental responsibility and combat all forms of corruption. Our participation in the UN's Global Compact helps us to maintain our focus on social and environmental responsibility in our activities and ensures continual communication on the progress we make in the implementation of our CSR strategies

## **Statement**

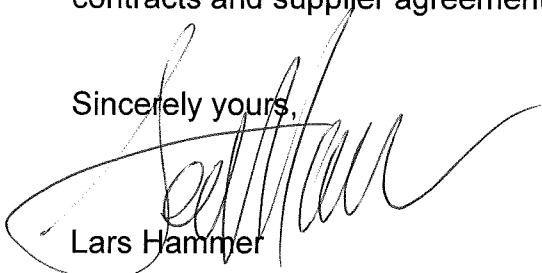
As a registered member of the Global Compact, The business policies of Nimbus Nordic A/S incorporate and support the ten Global Compact principles.

This is particular apparent in our collaboration with our stakeholders and assured through our business policies, supplier evaluation system and through our supplier agreements.

We believe that upholding the different principles of the UN Global Compact will contribute to make a positive impact on our environment, economies and societies. Our perspective regarding corporate social responsibility is that we all are part of the global environment and that all business are obliged to make a positive contribution to improve both human right, labor conditions and environmental issues. This work should be considered as a continuous journey, where structured focus can help companies to define and fulfill numerous of important targets in regard to CSR. We strongly believe that organizations and companies have unique opportunities to contribute to through their knowledge, directly within their spans of control and indirectly through their networks.

Over the coming years, Nimbus Nordic A/S will continue to promote and embed our CSR standards into everyday business. This perspective will include providing our employees in key business functions with training and education to support the implementation and knowledge of our CSR standards. We will also work with our stakeholders - primarily our customers and suppliers - to encourage their support for our approach and standards while further incorporating them into our business practices, including communications, contracts and supplier agreements.

Sincerely yours,



Lars Hammer

CEO, Nimbus Nordic A/S

## About Nimbus Nordic A/S

Founded in Copenhagen 1995, the lifestyle brand Nimbus offers fashionable and highly detailed apparel inspired by big city style with a touch of the Scandinavian aesthetic. The Danish outerwear heritage has made Nimbus one of the strongest trendsetting apparel design companies and a leading supplier of corporate identity jackets in the promotional business market.

Since the first jackets were sold in Copenhagen, Denmark, back in 1995, Nimbus has established sales channels reaching from the Scandinavian countries Sweden, Norway and Finland to Germany, Austria and Switzerland and spanning to markets in the Czech Republic, Benelux and the UK. Based in the great surroundings of the harbor of Copenhagen, Nimbus Nordic A/S covers all aspects of the development of corporate fashion from design to sales and distribution.

## CSR Policies

In the following sections, this report will outline some of the CSR policies, practical actions and outcomes which Nimbus Nordic A/S has started and achieved. The CSR policies are highly related to the UN Global Compact's teen principles in the areas of human rights, labour, the environment and anti-corruption.

## Human Rights

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

Principle 2: *make sure that they are not complicit in human rights abuses*

## Policy

Nimbus Nordic A/S complies with the universal declaration of human rights. We support the UN Declaration of Human Rights as well as the general ideas about human rights which are embedded in the Scandinavian culture. Further, we are committed to respecting human rights throughout all of our business activities, including the way we treat our employees, suppliers, customers and other stakeholders.

## Practical actions

Nimbus Nordic A/S has internal procedures regarding illness, stress, health, pregnancy etc and we communicate our views on human rights to our business partners and suppliers. Our business terms reflect the way we seek to do business with current and prospective partners and by communicating our support for Global Compact externally as well as internally, we have defined and communicated a code of conduct which reflects our company's ethical views, values, and standards for doing business. Our code of conduct is also transparent on our homepage

<http://service.nimbusnordic.com/codeofconduct.php?lang=5>

As a creative and knowledge-based company we consider our employees as our greatest asset. Therefore, we are highly focused on the rights of our employees by having a specific employee policy regarding the rights, duties, and personnel conditions of the employees at Nimbus Nordic A/S. Our Employee Policy covers, among others, the following aspects:

- Employee development
- Insurance and other employee benefits
- Working conditions

We require that our suppliers' adhere to the laws in the countries they work in as we do ourselves and we have during the past year increased our dialogue with our suppliers on how to avoid identified potential non compliance issues.

### **Measurement of outcomes**

We require that our suppliers to adhere to the laws in the countries they operate in as we do ourselves. In our supplier agreements, which have modified during 2012 our main suppliers are required to comply with our requirement in connection to human rights. Our suppliers must also accept that Nimbus Nordic A/S, either itself or through a third party can carry out both announced and unannounced checks, to see if different guidelines and requirements are followed. Our suppliers shall at all times permit such inspections.

Internally, we undertake a yearly employee development meeting among our staff to ensure that all of our employees are comfortable and satisfied with their job and the company. We continuously encourage our employees to help us create an even better working environment.

### **Labour**

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

Principle four: *the elimination of all forms of forced and compulsory labour;*

Principle five: *the effective abolition of child labour; and*

Principle six: *the elimination of discrimination in respect of employment and occupation*

### **Policy**

The core value of freedom specifically includes our support for freedom of association, speech, thought and action, while recognizing the business framework in which we operate. Nimbus Nordic A/S supports the conventions of the International Labor Organization. The work environment and conditions for our employees and our suppliers' employees have always been a high priority for Nimbus Nordic A/S, and we have introduced many different initiatives to support a comfortable working environment internally and externally.

### **Practical actions**

Our supplier agreements which have been accepted by all our main suppliers specifically underline, that in line with our commitment to international frameworks, our company policy upholds the international conventions of labor standards, including those on child and forced labor. All our main supplier has accepted that Nimbus Nordic A/S, either itself or through a third party can carry out both announced and unannounced checks to see if the above guidelines are followed.

### **Measurement of outcomes**

We have during the past year advised several of our main suppliers on how to improve working conditions and we have during the last year coordinated social audits on app. 20%

of our main suppliers' facilities. Before the audits are conducted, our Chinese office has provided the suppliers with detailed advises and guidelines on how to improve the conditions for the employees and thereby also to achieve a high score in a social audit. The social audits have been conducted by a third party inspection company.

In cases where our suppliers received an unsatisfactory score in a social audit, or our own internal inspections identify areas which do not comply with our code of conduct, we request that our suppliers initiate actions in order to improve the general conditions at the factory.

### **Environment**

Principle seven: *Businesses should support a precautionary approach to environmental challenges;*

Principle eight: *undertake initiatives to promote greater environmental responsibility; and*

Principle nine: *encourage the development and diffusion of environmentally friendly technologies.*

### **Policy**

Due to the nature of our business, the main environmental impacts are related to our suppliers and transport of our productions. Our ambition is that all of our suppliers must develop a code of conduct or practice for its operations and products that confirms commitment to care for health and the environment in order to ensure that irreversible environmental damage does not occur. Our Suppliers' must always ensure to obtain prior approval before certain products, deemed to be potentially hazardous may be developed.

### **Practical actions**

In 2011, Nimbus Nordic A/S increased our focus on the environmental aspects of the company. The first part of the work involved the preparation and communication of Nimbus Nordic A/S' environmental requirements to our suppliers and customers. This was supported by creating supplier agreements with all our main suppliers where our requirements are specified. The second part of this work concerns the testing of different product and accessories for chemicals substances.

Additionally, we will continually work for new ways to reduce our energy consumption. Our ambition is that all productions in Far East are transported to our warehouse by sea rather than air.

### **Measurement of outcomes**

Our focus and concern regarding environmental issues has been addressed in our supplier agreements. Regarding the use of chemical substances, our suppliers must guarantees that their deliveries comply with the European "REACH" - Regulation (EU Regulation 1907/2006). The Supplier must be able to present their respective statements of compliance on Nimbus Nordic's request within 10 weekdays. The supplier declaration in appendix 3 must be signed by The Supplier. If new products are to be produced by The Supplier, an updated declaration will be send for signature and this will afterwards replace the former declaration.

Additionally, The Supplier must guarantee that all products are AZO free and ensure that any sub suppliers also comply with these demands.

We have reduced our share of productions which are transported by air. In 2010, 1/3 of our production volume was transported from Far East to our warehouse by air. In 2012, this level was around 1/5 and we aim to reduce this share even further in the future.

## **Anti – Corruption**

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

### **Policy**

Nimbus Nordic A/S adheres to the anti corruption principles and we are kept up to date with developments through the CSR network participation and newsletters.

### **Practical actions**

All employees and suppliers are informed of the importance of Nimbus Nordic A/S' view on anti corruption.

### **Measurement of outcomes**

Nimbus Nordic has not been involved in any cases which involves corruption. It is transparent for all of our stakeholders, that Nimbus Nordic A/S has a policy that clearly state, that corruption will not be tolerated. This is specifically defined in our supplier agreements and we communicate this view to our customers as well.