



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

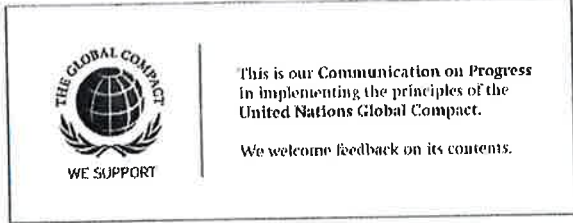
We welcome feedback on its contents.

UN Global Compact  
Communication on Progress Report

**POMPdeLUX ApS 2012**

**POMP  
DE  
LUX**





**Communication On Process**

**POMPdeLUX ApS 2012**

**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 2013 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, 2013-06-28

Marianne Hoffmann Dyrbo, CEO

Aarhus, 2013-06-28

Lotte Brændstrup, Executive Assistant



## The nature of our business.

POMPdeLUX ApS is a Danish fashion house founded in 2006 in Aarhus, Denmark by two women, Marianne Hoffmann Dyrbøl and Pia Davids. 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.

We design our products in Denmark and the clothes are produced by skilled suppliers in Turkey, China and India. It is the key to our success that we are able to sell the clothes at a low price and at the same time keep it smart and in a good quality.

We strive to be better than the best at design, quality, price and customer satisfaction. Therefore we are not selling through traditional shops but via Home shopping events and in our Web-shop. It is our vision to be engaged and to act responsible local and global.

<b>Company info</b>	POMPdeLUX ApS	<b>Date</b>	05-07-2013
	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>	46
<b>Contact name</b>	Lotte Brændstrup	<b>Sector</b>	Textile
<b>Contact position</b>	Executive Assistant		
<b>Contact mail</b>	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 social responsibility has been a key corner in our company set-up and through the years we have supported several charity programs. Today we work with corporate social responsibility in a strategic way in order to support the development of our company. At the same time we up-hold our support to the poorest people in the world and every year we donate considerable amounts to various projects.

Since 2010 we have been working on developing a CSR-strategy to support us achieving our company goals. The strategy contains the 10 UN Global Compact principles and we are pleased to introduce our CSR-programme and disclose the Key Performance Indicators we have chosen.

It is an obligation for us in Denmark always to comply with all national laws relevant to human rights issues as well as the collective agreements we follow. We are convinced that our company is successful also because we have a multicultural culture and welcome all nationalities. We are committed to uphold the human rights principles and we want our suppliers to secure proper labor standards in the factories where our clothes are produced.

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 a valid, transparent and trustworthy way. We are very proud of our responsible supplier program and the progress we have achieved in the last three years.

### **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.

According to our policy all employees and all suppliers to POMPdeLUX must always respect and protect the internationally proclaimed human rights and national legislation. In Denmark we also respect two collective agreements and we follow a third one on a voluntary basis. We strive to create a workplace where everyone is giving opportunities regardless to gender or nationality. We endeavor to give men and women equal opportunities for promotion, career and a good family life.

We arrange in-house training in human rights issues and labour standards for all permanent staff. We up-hold our engagement in charity programs with considerable donations and we are proud to be able to support some of the less fortunate people in the world. We are confident, that our policies and values and our in-house awareness training of employees 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 longer time. We have influenced our core suppliers by upholding a constant pressure and demand for complying with the basic human rights principles.

POMPdeLUX ApS joined the European Initiative BSCI (Business Social Compliance Initiative) in 2010 and through this concept we are obliged to respect human rights and basic labour standards in our supply chain and to have the factories audited.

Through our membership and all the working tools we have gained access to, we have implemented the BSCI Code of Conduct successfully in our supply chain. With the BSCI concept we are also able to measure our progress year by year. Since 2010 two third of our suppliers have had a first audit in their factories and we assist suppliers with working tools, awareness training and make sure that all health and safety issues are understood and implemented.

## **Outcome**

- POMPdeLUX ApS comply with Danish labor legislation and thus we are confident that we have no violation of human rights.
- In 2012 we have implemented a whistleblower for the staff to have an anonymously place to put forward claims or suspicious observations.
- In 2012 98 % of all employees have participated in a basic CSR-course.
- In 2012 85 % of all employees are following a collective agreement.
- In 2012 50 % of employees on management level or in a position of trust were women.
- In 2012 17 % of all employees are of other nationality than Danish.
- In 2012 POMPdeLUX donated 74.000 Euro to charity programs.
- In 2012 66 % of our suppliers (buying volume) have implemented a first audit. 50 % of B.V with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating system and the rest was screened with a self assessment tool.

## **Next Year**

- In 2013 our CSR-responsible person in the organization will set up a system for measuring our performance within job satisfaction. This was a goal for 2012, but we had to postpone that goal due to overload of work in that department.
- In 2013 98 % of all permanent staff will have basic training in working environment and the BSCI-concept.
- In 2013 18 % of all employees will have other nationality than Danish.
- In 2013 70 % of our suppliers (buying volume) must have first audit. 55 % shall be with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating and the rest shall be screened with a self assessment tool.

## LABOUR PRINCIPLES

<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>
<b>PRINCIPLE 6</b>	<b>BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION</b>

### Commitment

Our CSR-policy is covering all international labor principles and we regulate our staff according to Danish legislation and 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 labor standards.

### What we do

We have an occupational health and safety policy and we have worked with our working environment for several years in our Occupational Health and Safety committee. According to Danish legislation standards we assess any labor related risks or accidents at POMPdELUX ApS professionally and we have 4 meeting every year in the OHS committee.

Compensation and overtime payment meet the Danish minimum standard or the relevant collective agreement. For monthly paid workers flexible working hours is a possibility. 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.

All permanent workers have a private pension of 12 % 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 and helpfulness among colleagues by valuing the ability to cooperate and work in teams. We show humanity towards our staff whenever they have an unfortunate private situation and we are confident that they will pay us back in their own way.

## 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 2012 98 % of all employees have participated in a basic CSR-course.
- In 2012 87 % of all employees are regulated according to collective agreements.
- In 2012 all permanent workers have an employer paid pension of 12 %.
- In 2012 10 % of all permanent staff is employed on special terms.
- In 2012 we spend 74.000 EURO on a donation to the great **Denmark Collection 2012** and other charity programs.
- In 2012 66 % of our suppliers (buying volume) have implemented a first audit. 50 % of B.V with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating system and the rest was screened with a self assessment tool.

## Next Year

- In 2013 our CSR-responsible person in the organization will set up a CSR-team to cover the Global Compact four areas and
- In 2013 our CSR-responsible person will set up a system for measuring our performance within job satisfaction.
- In 2013 98 % of permanent staff shall participate in a basic CSR-course with BSCI introduction.
- In 2013 10 % of all permanent workers will receive first aid training.
- In 2013 we will spend 67.000 EURO on charity programs.
- In 2013 all permanent workers will still have an employer paid pension of 12 %.
- In 2013 10 % of all permanent workers will be employed on special terms.
- In 2013 70 % of our suppliers (buying volume) must have a first audit. 55 % shall be with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating and the rest shall be screened with a self assessment tool.



## 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 worldwide from running our business.

We are committed to up-hold the EC restricted chemicals legislation in REACH as a minimum for all products. Our effort on restricted chemicals has contributed to a general higher awareness of avoiding harmful chemicals in our clothes. We are committed to offer our customers as many products as possible with Oeko-Tex 100 label and the organic label, GOTS.

### What we do

We uncover our resources on essential and relevant areas and strive to reduce our consumption pr. employee. 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 and we endeavor to influence our suppliers to have the same attitude. We are satisfied with our results in that respect.

We strive to have as much of our clothes labeled with the health label, Oeko-Tex 100 to create confidence for our consumers. We also support the organic clothing industry by using the GOTS label on as much organic cotton products as possible. We have an organic collection of underwear/nightwear produced according to the international global standard GOTS. We are very pleased with our measurements for 2012 regarding Oeko-Tex 100 and GOTS.

As a supplement we intent that the limit values in REACH shall form the general standard for our restricted chemical programme. In 2012 we developed relevant KPI's for our environmental effort.

### Our suppliers

Through our membership in BSCI we have implemented our policies, a restricted chemicals programme and the BSCI



Code of Conduct in our supply chain. 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 2012 our measurements of water, heating, electricity and waste are the following:

<b>(pr. worker)</b>	<b>2011</b>	<b>2012</b>
Water in m3	8	7,8
Waste in KG	262	269
Cardboard for recycling in KG	827	1500
Heating In MWh og m3	3,2/97	4,3/175
Electricity in Kwh	4278	4130
Transportation by ship/ plane/truck	70/5/25 %	70/5/25 %
% of BV with Oeko-Tex 100	30 %	50 %
% of BV is cotton according to GOTS	5 %	5 %

- In 2012 we had the following grouping of transportation ways:  
ship 70 % / plane 5 % / truck 25 %
- In 2012 98 % of permanent staff shall participated in a basic CSR- course.
- We have 100 % signed commitments to our restricted chemicals program from suppliers.
- In 2012 50 % of our products are of fabric with Oeko-Tex 100 label.
- In 2012 5 % of our products are organic cotton fabric with the GOTS label.

## Next Year

- In 2013 we expect a 10 % reduction (2011 = 100) on all measurements of water, heating, electricity and waste pr. employee.
- We expect the following grouping of transportation ways:  
Ship 70% / plane 10% / truck 20%.
- In 2013 we plan to extend our random inspections on readymade garment from all core suppliers. This was also a goal in 2012, but we had to postpone that to 2013.
- In 2013 we expect that 50 % of our products are with Oeko-Tex 100 label.
- In 2013 we expect that 5 % of our products are organic with GOTS label.

## ANTI-CORRUPTION

### 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.

- In 2012 we have implemented a whistleblower for the staff to have an anonymously place to put forward claims or suspicious observations. Until now we have never been involved in a legal dispute regarding corruption.
- In 2012 98 % of permanent staff has participated in a basic CSR-course.

- Our policy has been implemented in our staff handbook and consequently employees are not allowed to receive a gift from a supplier or other partners.
- In 2012 66 % of our suppliers (buying volume) have implemented a first audit. 50 % of B.V with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating system and the rest was screened with a self assessment tool.

### **Next Year**

- In 2012 98 % of our permanent staff shall have CSR training including anti-corruption.
- In 2013 70 % of our suppliers (buying volume) must have a first audit. 55 % shall be with the result GOOD or IMPROVEMENT NEEDED according to the BSCI rating and the rest shall be screened with a self assessment tool.

## **COMMUNICATION WITH SHAREHOLDERS**

### **Commitment**

We intent to expand the knowledge of POMPdeLUX ApS as a responsible brand for children's wear.

### **What we do**

We teach our employees and sales consultancies in our CSR-strategy and we communicate directly with our customers. We attend various CSR arrangements and share our knowledge. We listen to our customers via Face book and warmly welcome feedback from our many sales consultancies.

### **Outcome**

This Communication on Progress report 2012 is available at the Global Compact homepage and on our staff blackboard. Our CSR-strategy can be found on [www.pompdelux.dk](http://www.pompdelux.dk).

# Global Compact KPI's 2012

	What we do?	What we have achieved?	Goals for 2013																																				
<b>Human Rights</b>	<p>Diversity and anti-discrimination policy.</p> <p>BSCI-Supplier programme.</p> <p>Whistleblower.</p>	<p>a. 98 % of all employees with CSR training</p> <p>b. 50 % of all employees on management level or in a position of trust are women</p> <p>c. 17 % of all employees with other nationality than Danish.</p> <p>d. Whistleblower established</p> <p><b>Global:</b></p> <p>66 % of buying volume (BV) with 1. Audit</p> <p>50 % of BV with the result GOOD or IMPROVEMENT NEEDED</p> <p>25 % of BV with self assessment template</p>	<p>a. 98 of all permanent staff with course in CSR and BSCI</p> <p>b. 50 % of all employees on management level or in a position of trust are women</p> <p>c. 18 % of all employees with other nationality than Danish</p> <p><b>Global:</b></p> <p>70 % of buying volume (BV) with 1. Audit</p> <p>55 % of BV with the result GOOD or IMPROVEMENT NEEDED</p> <p>25 % of BV with self assessment template</p>																																				
<b>Labour Standards</b>	<p>Policy on Occupational Health and Safety (OHS) and Labour Standards.</p> <p>BSCI-Supplier programme.</p> <p>Whistleblower.</p>	<p>a. 98 % of all employees with CSR training</p> <p>b. All permanent staff has a pension of 12 %</p> <p>c. 87 % of all employees follow a collective agreement</p> <p>d. 10 % of all employee on special terms</p> <p>e. 74.000 Euros spend on charity programmes</p> <p>f. Maintain our green Smiley</p> <p><b>Global:</b></p> <p>66 % of buying volume (BV) with 1. Audit</p> <p>50 % of BV with the result GOOD or IMPROVEMENT NEEDED</p> <p>25 % of BV with self assessment template</p>	<p>a. 98 of all permanent staff with course in CSR and BSCI</p> <p>b. All permanent staff has a pension of 12 %</p> <p>c. 87 % of all employees follow a collective agreement</p> <p>d. 10 % of all employees on special terms</p> <p>e. 67.000 Euros spend on charity programmes</p> <p>f. Maintain our green Smiley (OHS work)</p> <p><b>Global:</b></p> <p>70 % of buying volume (BV) with 1. Audit</p> <p>55 % of BV with the result GOOD or IMPROVEMENT NEEDED</p> <p>25 % of BV with self assessment template</p>																																				
<b>Environment</b>	<p>Environment policy.</p> <p>Product labels.</p> <p>Chemicals programme.</p>	<table border="1"> <thead> <tr> <th>(Per employee)</th> <th>2011</th> <th>2012</th> </tr> </thead> <tbody> <tr> <td>Water in m3</td> <td>8</td> <td>7,8</td> </tr> <tr> <td>Waste in KG</td> <td>262</td> <td>269</td> </tr> <tr> <td>Carbon to be recycled in KG</td> <td>827</td> <td>1500</td> </tr> <tr> <td>Heath in MWh og m3</td> <td>3,2 / 97</td> <td>4,3/175</td> </tr> <tr> <td>Electricity in Kwh</td> <td>4278</td> <td>4130</td> </tr> <tr> <td>Transportation ship/ air/truck</td> <td>70/5/25 %</td> <td>70/5/25 %</td> </tr> <tr> <td>% of BV med Oeco-Text 100</td> <td>30 %</td> <td>50 %</td> </tr> <tr> <td>% of BV in cotton with GOTS</td> <td>5 %</td> <td>5 %</td> </tr> </tbody> </table> <p><b>Global:</b></p> <p>a. 100 % signed chemicals programme</p>	(Per employee)	2011	2012	Water in m3	8	7,8	Waste in KG	262	269	Carbon to be recycled in KG	827	1500	Heath in MWh og m3	3,2 / 97	4,3/175	Electricity in Kwh	4278	4130	Transportation ship/ air/truck	70/5/25 %	70/5/25 %	% of BV med Oeco-Text 100	30 %	50 %	% of BV in cotton with GOTS	5 %	5 %	<table border="1"> <thead> <tr> <th>2013</th> </tr> </thead> <tbody> <tr> <td>7,8</td> </tr> <tr> <td>269</td> </tr> <tr> <td>1500</td> </tr> <tr> <td>4,0/150</td> </tr> <tr> <td>4100</td> </tr> <tr> <td>70/10/20 %</td> </tr> <tr> <td>50 %</td> </tr> <tr> <td>5 %</td> </tr> </tbody> </table> <p><b>Global:</b></p> <p>a. Chemical tests of garment from core suppliers.</p>	2013	7,8	269	1500	4,0/150	4100	70/10/20 %	50 %	5 %
(Per employee)	2011	2012																																					
Water in m3	8	7,8																																					
Waste in KG	262	269																																					
Carbon to be recycled in KG	827	1500																																					
Heath in MWh og m3	3,2 / 97	4,3/175																																					
Electricity in Kwh	4278	4130																																					
Transportation ship/ air/truck	70/5/25 %	70/5/25 %																																					
% of BV med Oeco-Text 100	30 %	50 %																																					
% of BV in cotton with GOTS	5 %	5 %																																					
2013																																							
7,8																																							
269																																							
1500																																							
4,0/150																																							
4100																																							
70/10/20 %																																							
50 %																																							
5 %																																							
<b>Anti-corruption</b>	<p>Anti-corruption policy.</p> <p>BSCI-Supplier programme.</p> <p>Whistleblower.</p>	<p>a. 98 % of all employees with CSR training</p> <p>b. Whistleblower established</p> <p><b>Global:</b></p> <p>66 % of buying volume (BV) with 1. Audit</p> <p>50 % of BV with the result GOOD or IMPROVEMENT NEEDED</p> <p>25 % of BV with self assessment template</p>	<p>a. 98 % of all permanent staff with course in CSR and BSCI</p> <p>b. All claims solved</p> <p><b>Global:</b></p> <p>70 % of buying volume (BV) with 1. Audit</p> <p>55 % of BV with the result GOOD or IMPROVEMENT NEEDED</p> <p>25 % of BV with self assessment template</p>																																				