



Bacher

WORK WEAR SINCE 1897



**UN GLOBAL
COMPACT**
Communication on
Progress 2014



STATEMENT OF CONTINUED SUPPORT

Our mission is to provide clothing of high quality, tailored to fit the customer's needs, efficiently and at a competitive price. At Bacher Work Wear we see ourselves as a driver for future trends in the industry and we believe sustainability to be a pivotal factor. It is important to Bacher Work Wear to respond to our customers' needs. We find it necessary to invest in long-term sustainable solutions that will ensure that we, in the future also will be able to live up to our core values.

We believe that sustainability simply is good business, as we lower our costs and utilize our resources better. But for Bacher Work Wear there is more to sustainable business. We have been engaged in ethical principles and fair and responsible business conduct since the beginning, and so, our way of doing business is not only an attempt to meet future demand and expectations. We believe that through a structured approach to managing sustainability we will gain more as a business.

As a leading supplier of work wear, uniforms and safety shoes, we believe that we carry a responsibility to drive the industry towards common goals for sustainability and through our business conduct set an example to follow. We are always looking to develop our business - socially, economically and environmentally - and in recent years Bacher Work Wear has evolved radically, which has resulted in increased market shares and thereby greater responsibilities.

In collaboration with our suppliers, customers and other relevant stakeholders, Bacher Work Wear will determine how we most efficiently and with the greatest impact can make a difference. This is why we wish to show our continued support of the UN Global Compact and its principles, which we see as our first steps towards a more sustainable company.

The Communication on Progress encompasses Bacher Work Wear A/S and the subsidiaries Bacher A/S, Kompaniet ApS and Webmore Uniforms A/S.

Kind regards,



Peter Vallentin
CEO, Bacher Work Wear

- ❖ **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.

HUMAN RIGHTS

Vision

Bacher Work Wear support internationally proclaimed human rights, and we ensure that we are not complicit in human rights abuses. It is our policy, at all levels of processes and activities of the company that the defined rights are guaranteed for everyone. We want to include all members of the organization - even our suppliers - to promote a culture with respect for the law and good practice. Our vision for the future is that we only do business with suppliers who have the same high standard of human rights as Bacher Work Wear. We believe that ongoing dialogue and close cooperation is one of the key elements in achieving the best results. Our aim is that our current and future suppliers not only respect international human rights, but also actively support them.

Progress

Compliance with the principles of UN Global Compact is a core value to our organisation. We encourage all of our engage parties to participate in ensuring continuous improvement within the area of human- and labour rights. We have initiated the preparation of our Code of Conduct, which we require future key partners to sign. The code is prepared in accordance with the UN Global Compact's ten principles. We have also opened a dialogue with our suppliers about our approach to corporate social responsibility and encourage all our partners to participate in joint efforts.

Results

We have created a strategy for how our Code of Conduct is implemented with our suppliers. In order to promote transparency, and to reflect our serious approach to social responsibility, we will prepare and publish a Code of Conduct on our website. This will be visible at our website in 2014.



- ❖ **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; and
- ❖ **PRINCIPLE 6:** The elimination of discrimination in respect of employment and occupation.

LABOUR RIGHTS

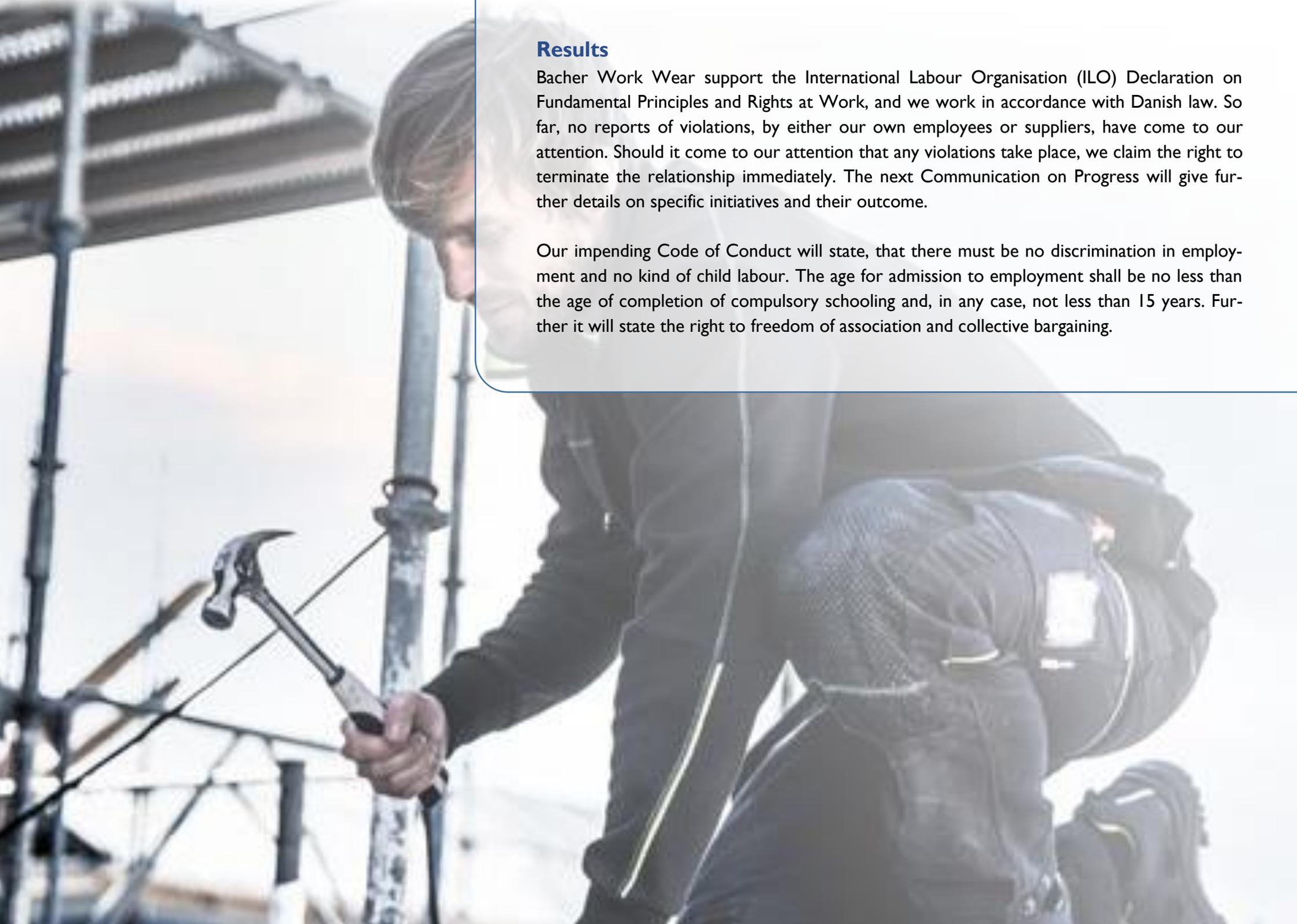
Vision

We are aware that many elements must be optimized when undertaking the processes needed to run a socially responsible company. We also know that transforming our business is an on-going process, in which the means is of higher value than the goals. At Bacher Work Wear we believe that we have to focus on initiatives, which will create the most impact. We want to focus on the production process of the goods we sell and motivate all our suppliers to promote social responsibility within areas of concern. We will do this through dialogue with our suppliers, and compel them to take responsibility for ensuring that their products are produced under decent working conditions, with respect to workers, trade unions and NGOs in producer countries.

We want to take part in the improvement of labour conditions in the global economy and promote a more ethical industry with a safer working environment. We know that it takes demand to sell products, and consequently our customers plays a major part in facilitating transparency and promoting social responsibility in the industry. We wish to make the responsible choice easier and therefore we will launch a "Sustainable Workwear" line that will promote our suppliers' most sustainable products.

Progress

In collaboration with CSR Consult we have developed a stakeholder analysis, which reviewed all suppliers to Bacher Work Wear, who accounts for more than 1.5% of our procurement. We found that - at present - 11 out of 18 suppliers relate to employee rights; including rejection of child labour and forced labour, and actively work towards more fair working conditions and a better working environment and labour law. We realise that we do not hold all the answers, and as a result of this, we will examine the market for non-governmental organizations and other relevant partners in the mission of improving labour standards in our supply chain.



Results

Bacher Work Wear support the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, and we work in accordance with Danish law. So far, no reports of violations, by either our own employees or suppliers, have come to our attention. Should it come to our attention that any violations take place, we claim the right to terminate the relationship immediately. The next Communication on Progress will give further details on specific initiatives and their outcome.

Our impending Code of Conduct will state, that there must be no discrimination in employment and no kind of child labour. The age for admission to employment shall be no less than the age of completion of compulsory schooling and, in any case, not less than 15 years. Further it will state the right to freedom of association and collective bargaining.

SUPPLIERS & CSR

CRAFT

New Wave produces this brand and they relate specifically to employee relations by their suppliers - their Code of Conduct comply to the UN Global Compact principles.

<http://www.newwave.dk/miljoetik.html>

ETON

GÄNGHESTER 1928

All of their shirts are Oeko-Tex 100 certified (from dyeing to finishing). They also own all their factories that produce the shirts, hence they keep track on workers' rights and assure fair treatment.

No information available online

Columbia Sportswear Company

Columbia Sportswear has undergone everything from transportation, lighting, waste to package their products. They also have philanthropic projects ("HER-project" & "Medical Terms" etc.).

http://www.columbia.com/history/About_Us_History.default.nsf.html

ID

workwear

ID has the following certifications: Oeko-tex and BSCI - both showcasing socially responsible business operations. In addition, ID has formulated a Code of Conduct based on the UN Global Compact principles

www.id.dk/code-of-conduct.aspx

LLOYD

Lloyd conduct responsible business behaviour in everything from suppliers, the community to the environment for employees. Like us, they believe that sustainability should be seen as a competitive factor.

<http://www.lloyd-hoes.com/en/lloyd-company-service/company/corporate-social-responsibility/>

FRISTADS® KANSAS®

They expect all suppliers to sign their Code of Conduct and thus comply with REACH & Global Compact. In addition, they are working continuously on certification of all their products to become Oeko-Tex certified.

<http://www.fristadskansas.dk/en/about-fristadskansas/sustainability/>

F. ENGEL

Large parts of F-Engels workwear is certified according to the EU Ecolable and öeko-Tex. In addition, they focus on labour, energy consumption and recyclable packaging.

www.f-engel.com/index.php/en/profile/code-of-conduct

newline

They keep an eye on the vendors in the form of visits to the factories, and expect them to live up to international restrictions regarding working environment & conditions. They have initiated studies of chemical content after dyeing.

No information available online

HK

HANDELSKOMPANIET

For three years, they have supported the UN Global Compact. Their COP is testimonial to the approach to CSR. They perform self-audits and examines not only the quality but also working conditions. See their COP:

www.youprofile.com/dk/?page=download

uvex

Specifically Uvex relate to their direct and indirect impact on the environment throughout the value chain. In addition, they abide to the UN Global Compact principles on labour rights.

<http://www.uvex.de/en/about-uvex/>



MASCOT

MASCOT Vietnam has obtained SA 8000 cert., ensuring employees' rights and an effective management system that controls their suppliers employee relations.

www.mascot.dk/en/About/CSR

Snickers

WORKWEAR

Snickers follows ISO 14000:2004, an environmental management system based on the company, its processes and activities. It allocates responsibility, competences and describes the environmental tasks of everyday life.

<http://www.snickersworkwear.com/about->

- ❖ **PRINCIPLE 7:** Businesses should support a precautionary approach to environmental challenges;
- ❖ **PRINCIPLE 8:** Undertake initiatives to promote greater environmental responsibility; and
- ❖ **PRINCIPLE 9:** Encourage the development and diffusion of environmentally friendly technologies.

ENVIRONMENT

Vision

At Bacher Work Wear, we acknowledge that we have an impact on the environment - directly and indirectly. As an organisation in growth we find great responsibility to lead by example in ethical and sustainable business practise. It has encouraged us to strive for the vision of creating a balance between the needs of customers, and a systematic approach to environmentally friendly solutions. We believe that our focus on improving the environment – at Bacher Work Wear as well as our suppliers - will benefit our investors, customers, suppliers and the environment. We are obligated to comply with applicable Danish environmental laws and regulations, etc., and will impose on our suppliers, through our Code of Conduct, to follow the environmental principles of the UN Global Compact.

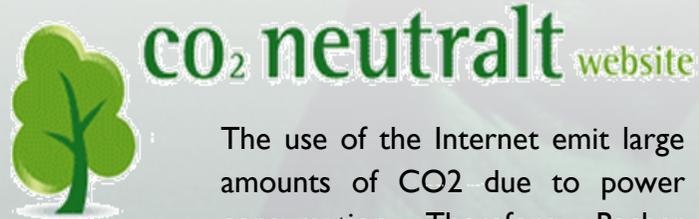
Progress

We take a great responsibility in defining environmental criteria within our line of products and along our supply chain. The prevailing aspect of Bacher Work Wear is the elimination of harmful substances from our products. We aim to create awareness and transparency to ease the choice for our customers through our sustainable work wear line.

Results

Currently, several of our suppliers provide products that are Öeko-Tex 100 certified. Furthermore several can pride them self with products that are labelled with the EU Ecolabel. We expect that our work with social responsibility can help to identify new areas in which we can reduce our environmental impact.

Furthermore, our Code of Conduct will compel suppliers to ensure compliance with applicable laws and regulations pertaining to sustainable procurement, storage, handling and use of chemicals. Suppliers must have a valid permit for chemicals that are legally restricted. The supplier shall demonstrate compliance with those permits.



The use of the Internet emit large amounts of CO₂ due to power consumption. Therefore, Bacher Work Wear - Like 2,000 other

Danish and international companies – has chosen to participate in the "IngenCO2.dk" so we actively make an effort to neutralize the CO₂ emissions which take place every time someone visits to our website.

SUSTAINABLE WORKWEAR

We focus on the environmental aspects of our products and hazardous substances used in the production phase. Specifically, we ensure that our products are developed with one of the following certifications:

Öeko-Tex 100 (read more below)

EU Ecolabel (read more below)

It will hopefully mobilize customers to use their power as consumers, and create better exposure for our suppliers whose products meet the requirements.

EU Eco-label

The European Eco-label scheme enables European consumers, including public and private purchasers, to identify officially approved green products across the European Union, Norway, Iceland and Lichtenstein. The label allows manufacturers to show their customers that their products are manufactured with consideration for the environment.



OEKO-TEX

The OEKO-TEX® Standard 100 is an independent testing and certification system for textile raw materials, intermediate and end products at all stages of production. Testing for harmful substances includes: illegal substances, legally regulated substances, known harmful (but not legally regulated) chemicals as well as parameters for health care.



PROJECTS

DONATIONS

Based on Bacher Work Wears long-standing support for sports, we have undertaken a sponsorship with the Olympic Club Denmark, valid for a year, and the Danish Handball Federation, valid for three years.

In addition, we support six teams from Vallensbæk IF and we are the main sponsor for Fremad Amagers football school for kids. Furthermore, we support Eg-holmskolens teams in their indoor football tournament. Over the years, we have supported a variety of institutions and initiatives with smaller amounts, including;

Danmarks Indsamlingen

Team Odd Fellow – funds for hospice in Denmark

Youth Project in the autumn holiday, Fremad Amager/Urban Plan

Christianskirken, assistance to homeless

Barnets Glæde (Child's joy)

Julemærkefonden

Familier med kræftramte børn (Families with children with cancer)

Red Cross Youth

Kofoeds Skole

At Bacher Work Wear our employees have an impact on donations, and we support projects at the request of employees and their personal preferences. Furthermore donations cover: the UN Global Compact, the Children's Bureau, the ship Georg Stage.

DANMARKS INDSAMLING





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

ANTI-CORRUPTION

Vision

Bacher Work Wear follows a strict policy of zero tolerance of all forms of corruption, including bribery. We will not accept any kind of corruption related to our business and we expect all of our employees and partners in the supply chain to consent to this.

Progress

Our Code of Conduct will address this issue and require that our suppliers have the same position as us – willingness to fight corruption. At present, 10 out of 18 of our suppliers are transparent in terms of their approach to anti-corruption. The goal for the next COP is that 100 % of our suppliers (purchasing volume exceeding 1.5%) sign our Code of Conduct.

Results

We have not registered or been made aware of any cases of corruption, neither internally or from external partners. If we are made aware of any incidents, it shall result in prompt action and sanctions. In case of gross violations, collaboration with the inflicted part will be terminated.