

Statement of continued support for the UN Global Compact

As a new member of the UN Global Compact (01.06.2014) we, as a company, have looked forward to writing our first COP, Communication on Progress. We have chosen the date for reporting each year to coincide with the closing of the account as per 30.04. in order by this to take stock on several areas which inherently overlap.

LauRie is a value-driven company with a strong foundation, which is based on equal and trustworthy partnerships with all partners. With this foundation, the UN Global Compact's 10 principles are all items which we only find natural to relate to and take responsibility for practicing in the best way.

LauRie designs, produces and distributes clothing for women under the brand name LauRie. LauRie distributes to more than 1,100 customers in more than 20 countries with an export share of approximately 80%. Over 95% of the production takes place in Europe.

LauRie's overall frame of reference / Brand Framework is defined as shown below.



Our first COP will be a stocktaking of our point of departure with regard to "Responsibility" more than a report on progress. It will also touch briefly on our target for the four main points and what we have launched for the present.

Best regards

Lena Trend Hansen
Director and co-owner of LauRie A/S

Practical Actions

In LauRie's Brand Framework we have defined 4 focus areas for our responsibility:

Long lasting products (environment)

Responsible production (human rights, labour and anti-corruption)

CSR ambassadors (environment, human rights, labour and anti-corruption)

Proud employees (human rights and labour)

Longlasting Products

We focus on products that are long lasting in styling and quality.

... Maintain, that min. 60% of our two collections consist of styles with basic potential (clothing which in styling can be in the end user's wardrobe for several seasons)

... Maintain a complaint percentage of max. 1% calculated per. financial year and solely on the basis of the product's durability.

We select, wherever possible, min. Oeko-Tex Standard 100 certified fabrics and accessories.

... Our selected fabrics and trims from our two main collections must be min. Oeko-Tex Standard 100 certified.

Selected means the number of selected qualities per. collection.

Goal: 2017-18 (financial year): 100%

We select wherever possible recyclable and environmentally friendly materials.

Goals:

- ◆ 100% of our printed material should be on recycled paper. Goal: 2017-18: 100%
- ◆ Logo bags must be made of environmentally friendly material. Goal: 2015-16: 100%
- ◆ Shop furniture made of wood must be made of environmentally certified wood.
- ◆ All new developed furniture of wood must be environmentally certified.
- ◆ All incoming shelf cartons and plastic bags must be of sustainable material. Goal: 2017-18: 100%
- ◆ All outgoing cartons and shipping bags must be of sustainable material. Goal: 2017-18: 100%

Responsible Production

We work with manufacturers (suppliers and their subcontractors) that have the will to produce with respect for the environment, human and labor rights and work against corruption in accordance with our code of conduct.

... Membership of UN Global Compact: June 2014
Reporting annually at the closing of the accounts on 30.04.

... Register as BSCI Participant: September 2014
Start of cooperation with BSCI and preparation of action plan for auditing of suppliers: Fall 2014.

... LauRie's Code of Conduct (based on BSCI) is integrated with LauRie's Business Terms and presented to all suppliers:
Goal: 2017-18: 100%

... Signed Business Terms with Codes of Conduct from all manufacturers (also on behalf of their workrooms).
Goal: 2017-18 (financial year): 100%

... Meet BSCI's obligations as a member regarding involvement in the BSCI process.
Goal / commitment: Within 3½ years, 2/3 of LauRie's suppliers in risk countries must be involved in the BSCI process - and 1/3 must have audit result "good" or "improvement needed" - within 5 ½ years 2/3 ...

CSR Ambassadors

We, as a company, want to play an active part in making CSR visible in an accessible manner so that our partners want to pass it on. The focus is on the end user, customer and distribution.

... Enduser

- ◆ CSR page on our website
- ◆ Convey the membership of UN Global Compact and BSCI as well as the use of Oeko-Tex
- ◆ Newsletter w/CSR-column
- ◆ Posts on social media every 2 weeks
 - Did you know that...
 - Food for thought
- ◆ CSR-message on the goods

... Customer

- ◆ Displays in the shops
- ◆ CSR-version of advertisement
- ◆ CSR-information on B2B
- ◆ Training of shop staff
- ◆ Flyer on CSR for the shops to display
- ◆ Newsletter w/CSR-column

... Distribution

- ◆ Min. 1 sales promoting CSR-message per season
- ◆ Updating on CSR-activities
- ◆ Training of sales staff

Proud Employees

We all want to be a positive part of the value creation that our purpose, vision, responsibility and values provide to us and our environment

... Make anonymous satisfaction survey among our employees once a year, the first time in autumn 2014.
Goal: 4 out of 5.

... External speaker / source of inspiration / competency development once every 6 months, the first time in spring 2015.

Measuring of outcomes, financial year 2014-15

Below is what we achieved within the first year:

Longlasting Products

Our two collections consist mainly of products with basic-potential, somewhat more than 60%.

Our complaint percentage was 0.97%.

70% of selected fabrics and trimmings were Oeko-Tex certified.

90% of our printed material was on recycled paper.

New logo bags made from recycled bottles.

Shop furniture under preparation and will be made of FSC-certified wood.

All received export / shelf boxes are made of recycled cardboard.

Responsible Production

Membership of UN Global Compact as per 01.06.2014.

Membership of BSCI as per 01.09.2014 and plan for cooperation with suppliers regarding BSCI-membership.

Code of Conduct integrated with business terms and presented to the suppliers: 63% of the suppliers.

Code of Conduct integrated with business terms and signed by suppliers: 36% of the suppliers.

CSR Ambassadors

End user

CSR page on our website

Newsletter w/CSR-column

Posts on social media

Customer

Flyer on CSR for the shops to display

Newsletter w/CSR-column

Sales

Min. 1 sales promoting CSR-message per season

Opdating sales staff on CSR-activities every 6 months

Proud Employees

Anonymous satisfaction survey, score: 4 out of 5.

External speaker / source of inspiration / competency development once every 6 months:

May 2015: FANT <https://fant.dk/en/>