



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 2015

CLAIRE GROUP A/S

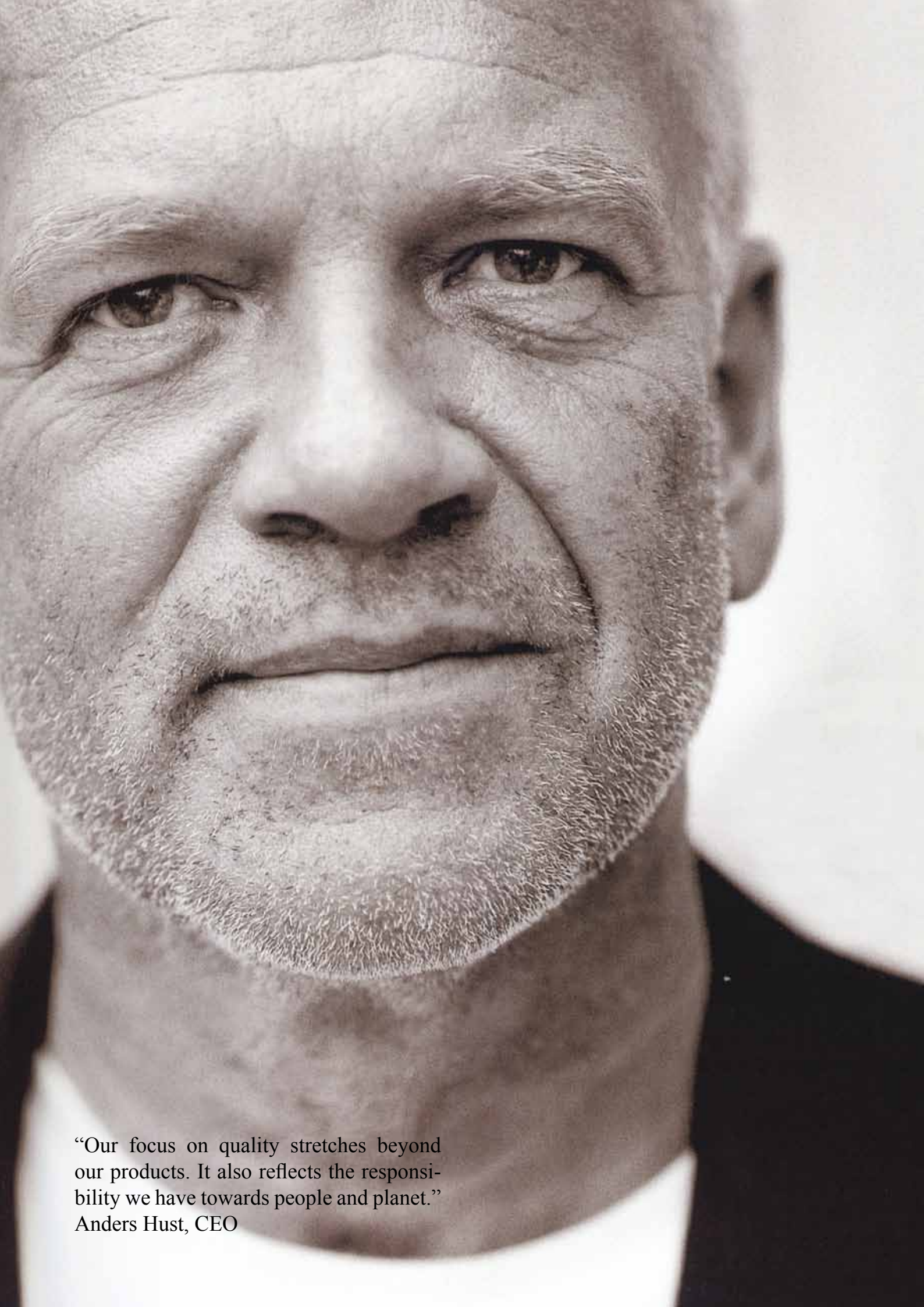




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“Our focus on quality stretches beyond our products. It also reflects the responsibility we have towards people and planet.”  
Anders Hust, CEO

# Statement of support

Claire Group is an international fashion house with roots in Denmark founded in 1975 with the vision to create clothes on a sustainable basis. Our mission is to create stylish and casual clothes that appeal to fashion conscious women and children and build a company we can be proud of.

Our products are sold around the world through own shops and retailers. We are dedicated to fulfil the intentions of the 10 principles outlined by the UN Global Compact Initiative.

We strive to influence our suppliers and business partners to support, to live up to and to participate in the Global Compact Initiative. Claire Group has been an active part of the UN Global Compact initiative since January 2010 and our support is unchanged.


It is our conviction that business must be sound and sustainable for all involved in the process. Since 2009, Claire Group has been a member of BSCI (Business Social Compliance Initiative) because we believe auditing our suppliers is a tool to obtain a responsible supply chain.

In 2012, we took a step further and became the first fashion house in Scandinavia to be certified with the ethic standard, SA 8000. In 2014 we have committed our selves to uphold a strong animal welfare policy and in 2014, we revised our anti-corruption policy. I 2015 our SA 8000 certificate was renewed and we have started a local CSR-project in DK.

We continue setting targets within the 10 principles in UN Global Compact and we measure our performance year by year. We are proud to contribute to a more sustainable world, today and in the future.

Ikast, June 25, 2016

Anders Hust, CEO

Sign:  \_\_\_\_\_



” It is our vision to create clothes on a sustainable basis and build a company we can be proud of”  
- Anders Hust, CEO



# About Claire Group

## Brief description of nature of business.

Claire Group is family-owned companies (Ltd.) established in 1975, with headquarter in Ikast, Denmark. Claire Group is an international fashion house. Together our collections make a complete concept for modern women and children with an active life style. Most products are produced by our suppliers in Europe, China and India.

<b>Company info:</b>	Claire Group A/S	<b>Date:</b>	26-06-2016
<b>Address:</b>	Marsvej 6 - 10 7430 Ikast	<b>Membership date:</b>	11-01-2010
<b>Telephone:</b>	+45 97153122	<b>Employees:</b>	33
<b>Country:</b>	DK - Denmark	<b>Sector:</b>	Textile
<b>Contact name:</b>	Ulla Dam		
<b>Contact position:</b>	Supply chain manager	<b>Contact mail:</b>	ud@claire.dk

You can read about our different memberships, our certification and our sustainable product marks on [www.clairewoman.com](http://www.clairewoman.com) or [www.hustandclaire.com](http://www.hustandclaire.com)





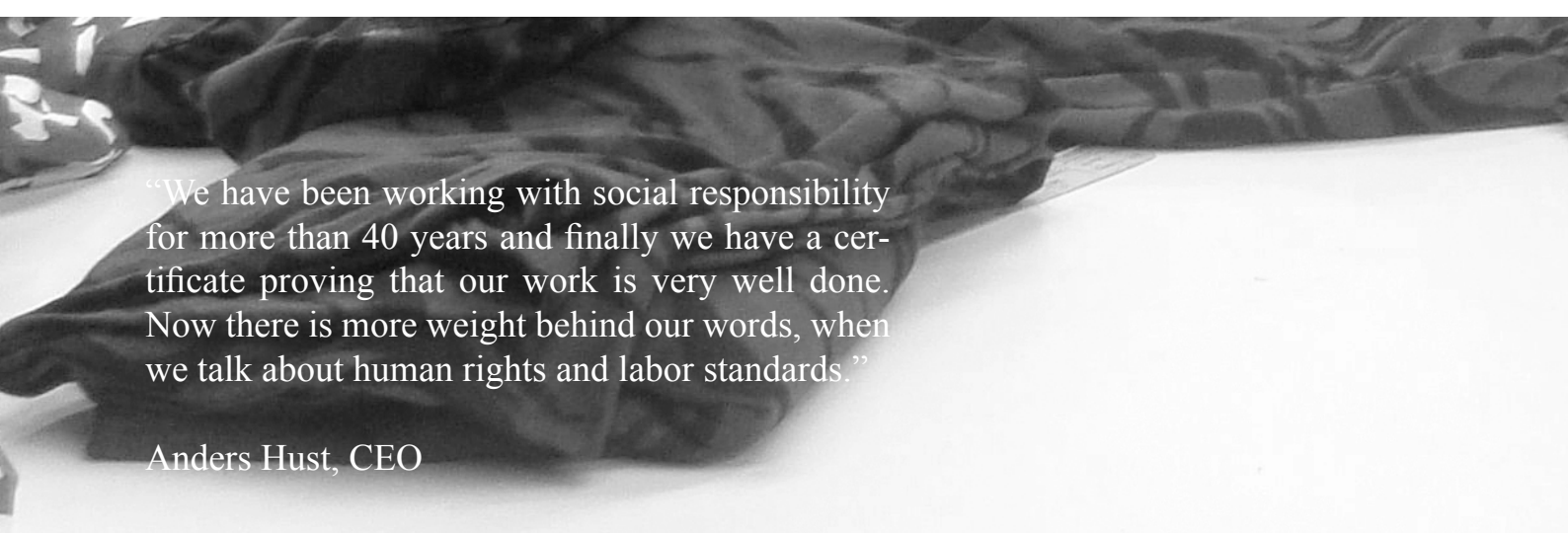
# Human Rights - People

*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 right abuses.*

## **What we want**

In Claire Group we are obliged not to violate basic human rights conventions in Denmark and where our clothes are produced. We support the international declared human rights and we will not discriminate against any person on grounds of race, religion, gender, age or disability. It is one of our core values that we are aware of our social responsibility towards our employees, the local society and workers in our supply chain. Everybody should be given fair opportunities to build careers. We want to have a sustainable supply chain as well. Through our membership of the Business Social Compliance Initiative we are obliged to respect the fundamental human rights conventions no matter where we produce our clothes, and we can document that we live up to our commitment to BSCI.



“We have been working with social responsibility for more than 40 years and finally we have a certificate proving that our work is very well done. Now there is more weight behind our words, when we talk about human rights and labor standards.”

Anders Hust, CEO





## Processes and activities

We have a clear written policy on sustainability incl. responsible production. Our values together with our in-house SA 8000 procedures and our BSCI membership ensure us against discrimination. To prevent discrimination to happen we have implemented proactive procedures for hiring, promoting and dismissal. At the same time our headquarters in Denmark are under strict Danish legislation, which we comply with. We have established a whistleblower system to handle any complaints. We have in-house awareness training of employees in human rights and SA 8000 issues. We have an annual in-house audit and one Bureau Veritas audit pr. year.

## Outcome

Our SA 8000 procedures and our BSCI Code of Conduct have prevented us from violating the human right conventions in Denmark and on factory level at our main suppliers. We are in compliance with Danish laws and collective agreements. Bureau Veritas has successfully certified our company with SA 8000 in 2012, and in June 2015 we were re-certified according to the SA 8000 standard. To monitor our effort, and measure our progress in the supply chain we are auditing our suppliers according to an audit plan and corrective action plans are issued in case of NON COMPLIANCE.

See our figures below.

- Claire Group was certified with the ethic standard SA 8000 in 2012 and re-certified in 2015.
- In 2015 76 % of our employees are covered by a collective agreement.
- In 2015 86 % of all employees have received SA 8000 training.
- In 2015 57 % of employees on management level or in a position of trust were women.
- In 2015 80 % of our suppliers (BV) have had 1. first audit in order to disclose non-conformities according to the BSCI Code of Conduct. Corrective actions have been carried out accordingly.
- In 2015 78 % of our suppliers (BV) are in compliance with the BSCI Code of Conduct or with the result improvement needed or rated A, B or C in the BSCI 2.0 system. Additional 30 % of BV have been screened and have now started preparation for auditing procedure.





“With our SA 8000 certificate we show our suppliers, that we take our own medicine. That has definitely given us more respect in our supply chain.”

Anders Hust, CEO

# Labor principles - People

*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.*

## What we want

We want to be one of the very best companies in the textile business regarding CSR-related issues. We believe fundamentally that our social responsibility should encompass not only our own activities in Denmark but also activities in our supply chain. We think that freedom of association and the right to collective bargaining are fundamental rights, which should be upheld.

We take the working environment extremely seriously because we believe that working environment and job satisfaction goes hand in hand. We care about each employee's health and safety. We want to have a creative work environment and believe that this requires good conditions concerning employee safety and health of a top standard level. We want to motivate and educate our staff and make the best possible use of our resources.

We condemn child labour, dangerous work, unreasonably long working days or salaries, which is lower than the current industrial rate in the country of production. We support a world wide effort to deal with the challenges of living wage.

## Processes and activities

Employees in headquarters are organized in unions as we respect freedom of association and the right to collective bargaining. The company is covered by three collective agreements. Compensation and overtime payment meet the Danish minimum standard or the relevant collective agreement.

We have a clear written policy on Occupational Health and Safety. We continually improve our working environment, according to Danish legislation and our SA 8000 standard and procedures. We have an Occupational Health and Safety committee with representatives from the workers and the management group. Our Occupa-

tional, Health and Safety work is very well organized. We assess any labour related risk or accident at Claire Group A/S as well as any “close to” accidents. We have 6 weeks of vacation and paid sick leave. We have an employer-paid health insurance. All employees have access to paid education within their area of responsibility. We have employees on special terms e.g. trainees or work ability testing.

Our values together with our in-house SA 8000 procedures and our BSCI membership ensure us against violation of basic labor standards in Denmark and in our supply chain. We have established a whistleblower system to handle any complaints. We have in-house awareness training of employees in Occupational, Health and Safety and in SA 8000 issues every second year.

Through our membership in BSCI we have implemented policies and the BSCI 2.0 Code of Conduct in our supply chain. The BSCI Code of Conduct set out the minimum criterias for labour standards. We require compliance as a minimum with local legislation in our production countries.

## Outcome

We are in compliance with Danish laws and collective agreements and Bureau Veritas has successfully re-certified our company with SA 8000 in 2015. Our staff is extremely loyal and as a consequence we have a lot of long terms relationship. Our absenteeism is 3,29 %. When cleaned from longterm illness and maternity leave it is 1,11 %, which is very low in DK. This is due to a very high jobsatisfaction. We are auditing our suppliers according to an audit plan and we are making corrective action plans when a supplier is not in compliance with the Code of Conduct. There is no forced or compulsory labour in the company or at our supplier premises and all basic labor standards are observed, and audited at our core suppliers. Our SA 8000 procedures and our BSCI Code of Conduct have prevented us from violating basic workers standards, national legislation and collective agreements in Denmark and on factory level at our main suppliers. See our figures below.

- Our Occupational, Health and Safety work is well organised and works successfully according to the intentions of the Danish laws.
- 86 % of our staff has received training in our CSR-programme and SA 8000 issues.
- We have employees on special terms corresponding to ½ man year.
- 100 % of all employees have a private health insurance.
- 76 % of all employees are covered by a collective agreement.
- 32 % of all employees have first aid certificate.
- We have established a whistleblower system.
- In 2015 80 % of our suppliers (BV) have had first audit in order to disclose non-conformities within human rights and our Code of Conduct in general. Corrective actions have been carried out accordingly.
- In 2015 78 % of our suppliers (BV) are audited Good (G) according to the BSCI Code of Conduct or with the result improvement needed (IN) or rated A, B or C in the BSCI 2.0 system. Additional 31 % of BV have been screened and have now started preparation for the auditing procedure.



# Environment - Planet

*Principle 7: Businesses should support a precautionary approach to environmental challenges ; and*

*Principle 8: Undertake initiatives to promote greater environmental responsibility; and*

*Principle 9: Encourage the development and diffusion of environmentally friendly technologies*

## What we want

At Claire Group we are aware of our environmental responsibility. We seek to be a more and more green company on a daily basis not only because there is money to be earned by safeguarding the environment but also because we owe this to our grandchildren. We consider environmental awareness as a wide range of initiatives that includes running our headquarters in Ikast on a sustainable basis and reducing our CO2 emission from producing our products. We care about chemicals in clothes, zippers and buttons, and we observe the EU-REACH and Norwegian legislation as a minimum. We support environmentally friendly technologies and help to improve the general knowledge of environmentally friendly fabrics and labels.

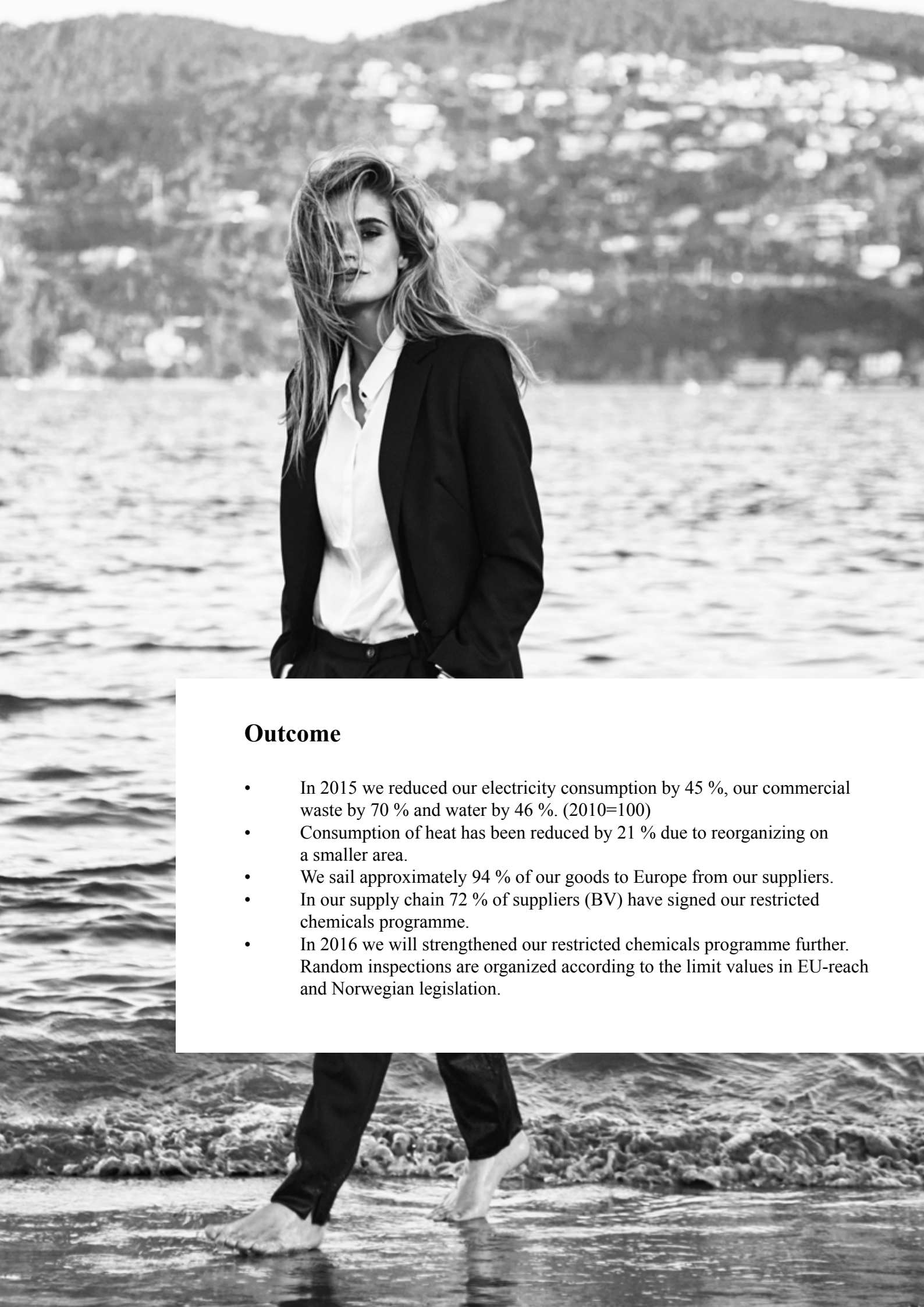
## Processes and activities

We have a policy on environment and transportation. In our efforts to be a more green company we recycle whenever it is possible and we measure our in-house consumption of resources. We encourage our suppliers always to use an environmentally friendly method and to avoid all unnecessary use of chemicals. Besides we have a restricted chemicals programme, which our suppliers must follow. We have a collection of organic styles for children (GOTS) and a collection of styles made of bamboo fibres. We also increased the number of styles with Oeko-Tex 100 year after year. We have also joined the wash campaign: **Clever Care**, since 40 % of the Co2 emmission lies with the consumer.

## Outcome

We have established figures for our calculation and picked relevant Key Performance Indicators. In 2010 we invested a considerable amount in saving electricity and changing bulbs into LED bulbs. The reduction in electricity continued in 2015 and our total consumption of electricity for the years has been reduced by 45 % compared to 2010. Our investment in low energy lighting have proven succesful and has been earned back over a 5 years period. We have focused on reduction of our waste and have recycled as much as possible. We have reduced our waste by 70 % (2010=100) Our transport by air has fallen again to 6 %. See our total measurements on last page.





## Outcome

- In 2015 we reduced our electricity consumption by 45 %, our commercial waste by 70 % and water by 46 %. (2010=100)
- Consumption of heat has been reduced by 21 % due to reorganizing on a smaller area.
- We sail approximately 94 % of our goods to Europe from our suppliers.
- In our supply chain 72 % of suppliers (BV) have signed our restricted chemicals programme.
- In 2016 we will strengthened our restricted chemicals programme further. Random inspections are organized according to the limit values in EU-reach and Norwegian legislation.



“Sustainable fashion is not only about where the clothes is coming from and how it is produced, it is also about a sustainable consumer behavior since 40 % of the CO2 emission lies with the consumer.”

Anders Hust, CEO



# Anti-Corruption - Profit

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

## **What we want**

At Claire Group corruption is not acceptable and we are strongly against bribery, extortion or any other form of facility payments. We want to run a profitable company and respect people and planet. We encourage our business partners with our attitudes to bribery and corruption.

## **Processes and activities**

We have a formulated company policy about bribery and anti-corruption, and in 2012 it was implemented in our staff handbook. In 2014 this policy was strengthened and we issued a anti-corruption Code of Conduct. We do not pay any form for illegitimate payments and no employee must either give or receive gifts above a value of 50 Euro. Our employees are encouraged to express complaints, suspicions or concerns anonymously to the company by using the whistleblower. Bribery is a part of our in-house employer training in human rights, workers rights and environmental issues and SA 8000 training.

## **Outcome**

Our anti-corruption policy and our transparent rules and procedures have prevented us from any cases of bribery, anti-corruption etc. in 2014. We are in compliance with Danish laws and Bureau Veritas has successfully certified our company with SA 8000 in 2012 and again in 2015.

- In 2011 we formulated a anti-corruption policy about bribery and corruption and in 2012 it was implemented in our staff handbook. In 2014 this policy was revised and made stronger.
- In 2015 we had no cases regarding bribery or anti-corruption from the whistleblower scheme.
- In 2015 80 % of our suppliers (BV), have had first audit in order to disclose non-conformities within human rights and our Code of Conduct in general. Corrective actions have been carried out accordingly.
- In 2015 78 % of our suppliers (BV) are audited Good (G) according to the BSCI Code of Conduct or with the result improvement needed (IN) or rated A, B or C in BSCI 2.0 system.

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

A summery of our social performance for 2015 can be found on last page. This COP will be available at the Global Compact homepage and can be found on [www.clairewoman.com](http://www.clairewoman.com) and [www.hustandclaire.com](http://www.hustandclaire.com).

# Measurements and goals

Key Performance Indicators	Policy	System	Measurements 2015 Headquarters																								
Human Rights	YES	<b>Headquarters:</b> SA 8000 management system + Three collective agreements  <b>Suppliers:</b> BSCI 2.0 – Code of Conduct	<b>Headquarters:</b> <ul style="list-style-type: none"> <li>SA 8000 re-certification in June 2015</li> <li>86 % of all employees with SA-8000 training</li> <li>57 % of employees on management level or in a position of trust are women</li> <li>76 % of employees covered by a collective agreement</li> </ul>																								
Labour Standards	YES	<b>Headquarters:</b> SA 8000 management system + Three collective agreements  <b>Suppliers:</b> BSCI 2.0 – Code of Conduct	<b>Headquarters:</b> <ul style="list-style-type: none"> <li>SA 8000 re-certification in June 2015</li> <li>86% of all employees with SA-8000 training</li> <li>½ man-year employed on special terms</li> <li>76 % of employees covered by a collective agreement</li> <li>32 % of all employees have first aid certificate</li> </ul>																								
Environment	YES	<b>Headquarters:</b> Environment program Clever Care Campaign  <b>Suppliers:</b> Restricted chemicals program.	<table border="1"> <thead> <tr> <th></th><th>2013</th><th>2014</th><th>2015</th></tr> </thead> <tbody> <tr> <td>Waste in KG</td><td>12200</td><td>12960</td><td>11936</td></tr> <tr> <td>Electricity in Kwh</td><td>157760</td><td>133958</td><td>130964</td></tr> <tr> <td>Water in M3</td><td>421</td><td>362</td><td>407</td></tr> <tr> <td>Heat in Kwh</td><td>856836</td><td>645722</td><td>662975</td></tr> <tr> <td>Transportation by Ship/aeroplane</td><td>96% / 4 %</td><td>89% / 11%</td><td>94 % / 6 %</td></tr> </tbody> </table>		2013	2014	2015	Waste in KG	12200	12960	11936	Electricity in Kwh	157760	133958	130964	Water in M3	421	362	407	Heat in Kwh	856836	645722	662975	Transportation by Ship/aeroplane	96% / 4 %	89% / 11%	94 % / 6 %
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Anti-corruption	YES	<b>Headquarters:</b> SA 8000 management system Whistleblower  <b>Suppliers:</b> BSCI 2.0 – Code of Conduct	<b>Headquarters:</b> <ul style="list-style-type: none"> <li>No cases regarding Anti-corruption</li> </ul>																								

Measurements 2015 Suppliers	Goals/Objectives 2016 Headquaters	Goals/Objectives 2016 Suppliers												
<b>Suppliers:</b>  1. 80 % of buying volume (BV) with first audit  2. 78 % of BV are Good or IN or A, B, C in BSCI 2.0 system  3. 31 % of suppliers with screening  * IN = Improvement needed	<b>Headquarters:</b>  • 95 % of all employees with SA-8000 training and increasing focus on internal training in general  • 50 % of employees on management level or in a position of trust are women  • 76 % of employees covered by a collective agreement	<b>Suppliers:</b>  1. 70 % of BV with first audit  2. 66 % of BV are Good or IN or A, B, C in BSCI 2.0 system  3. 30 % of suppliers with screening  * IN = Improvement needed												
<b>Suppliers:</b>  1. 80 % of BV with first audit  2. 78 % of BV are Good or IN or A, B, C in BSCI 2.0 system  3. 31 % of suppliers with screening	<b>Headquarters:</b>  • 95 % of all employees with SA-8000 training and increasing focus on internal training in general  • ½ man-year employed on special terms  • 76 % of employees covered by a collective agreement  • 10 % with first aid certificate  • 10% with fire fighting certificate	<b>Suppliers:</b>  1. 70 % of BV with first audit  2. 66 % of BV are Good or IN or A, B, C in BSCI 2.0 system  3. 30 % of suppliers with screening												
<b>Suppliers:</b>  • 72 % of BV with signed chemicals program	<table border="1"><tr><td></td><td>2016</td></tr><tr><td>Waste in KG</td><td>11800</td></tr><tr><td>Electricity in Kwh</td><td>130000</td></tr><tr><td>Water in M3</td><td>400</td></tr><tr><td>Heat in Kwh</td><td>650000</td></tr><tr><td>Transportation by Ship/aeroplane</td><td>95 % / 5 %</td></tr></table>		2016	Waste in KG	11800	Electricity in Kwh	130000	Water in M3	400	Heat in Kwh	650000	Transportation by Ship/aeroplane	95 % / 5 %	<b>Suppliers:</b>  • 75 % of BV with signed chemicals program  • Random inspections on ready-made garment from all core suppliers.
	2016													
Waste in KG	11800													
Electricity in Kwh	130000													
Water in M3	400													
Heat in Kwh	650000													
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<b>Suppliers:</b>  1. 80 % of BV with first audit  2. 78 % of BV are Good or IN or A, B, C in BSCI 2.0 system  3. 31 % of suppliers with screening	<b>Headquarters:</b>  • All cases solved	<b>Suppliers:</b>  1. 70 % of BV with first audit  2. 66 % of BV are Good or IN or A, B, C in BSCI 2.0 system  3. 30 % suppliers with screening												





**BUREAU VERITAS**  
Certification



## CLAIRE GROUP A/S

MARSVEJ 6-10, 7430 IKAST, DENMARK.

*Bureau Veritas Certification certify that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standard detailed below*

*Standard*

### SA 8000:2008

*Scope of certification*

**International fashion house with Danish design,  
development, innovation, purchase, logistic centre,  
marketing and sales to retail customers**

Certification cycle start date: **26 July 2015**

Subject to the continued satisfactory operation of the organisation's Management System, this certificate expires on: **25 July 2018**

Original certification date: **25 July 2012**

Certificate No. **IND15.1542** Version : 1 Revision date: **17 July 2015**

**Certification Authority**



**Local office Address**

Bureau Veritas Certification Denmark A/S,  
Oldenborggade 1B, DK-7000 Fredericia, Denmark

**Managing office address**

"Marwah Centre" 6th Floor, Krishanlal Marwah Marg,  
Opp. Ansa Industrial Estate, Off Saki Vihar Road,  
Andheri (East), Mumbai - 400 072, India.

**Disclaimer :**

**"Social Accountability International and other stakeholders in the SA8000 process only recognize SA8000 certificates issued by qualified CBs granted accreditation by SAAS and do not recognize the validity of SA8000 certificates issued by unaccredited organizations or organizations accredited by any entity other than SAAS."**

To check this certificate validity please call: **+ 45 77 311000** or visit SAAS website @ [www.saasaccreditation.org/certification](http://www.saasaccreditation.org/certification)

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.



# CLAIRE GROUP A/S

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