



## COP 2015-2016

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### General

This COP covers the period:

From: 02-10-2015

T0: 02-10-2016

### Statement of continued support by the chief executive officer

#### To our stakeholders

I am pleased to confirm that Atelier 2000 Uniforms-skrædderi A/S reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

When working with the Global Compact ten principles during the 2015-2016 period, Atelier 2000's focus has been on environmental management as well as diversity and non-discrimination at the work place. In the light of the refugee crisis culminating last year, we have made a special effort to integrate local refugees in our company. Also, we have continued our work with due diligence and with implementing the Global Compact ten principles in our company's policies and strategies.

In the coming year we will work on creating synergy between our environmental management system and our system for occupational health and safety. For further implementation of the Global Compact ten principles in our value chain, we will work towards certification of our suppliers in Asia.

Sincerely yours

Heidi Moisen

Adm. Director

## Human rights

### Assessment, Policy and Goals

Atelier 2000's policy confirms the Global Compact human rights principles and supports The Universal Declaration of Human Rights as well as the ILO and other internationally accepted standards.

Atelier 2000 will not trade with companies that do not comply with these principles and standards.

Assessment of the risks within our operational value chain occurs through the use of our code of conduct and the requirement that all our suppliers must follow this code. We have filled-in questionnaires from all our suppliers showing their commitment to Human Rights and Atelier 2000's code of conduct.

### Implementation and Measurement of Outcomes

Atelier 2000 has in place procedures regarding human rights issues covering our internal operations as well as our business partners.

We have re-drafted our Human Rights policy and it will be ready to be communicated to our suppliers placed in "high-risk" countries very soon.

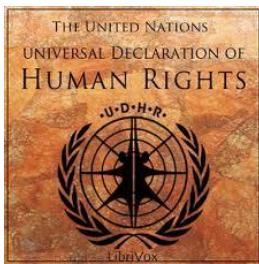
In our own organisation, we make sure that all new employees are informed about their rights, our policies and procedures upon commencement of work at Atelier 2000. Each new employee receives a contract that covers amongst other things, human rights issues.

We have clear policies regarding human rights issues concerning our suppliers and we are undertaking due diligence as a way of managing human rights issues.

Principles:

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

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



Principles:

**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

**Principle 6:** The elimination of discrimination in respect of employment and occupation.



International  
Labour  
Organization

## Labour

### Assessment, Policy and Goals

Atelier 2000 respects the employees' right to representation, including the right to join industry associations.

We do not tolerate harassment and we are committed to providing equal opportunities in employment and avoiding unlawful discrimination.

The well-being of our employees, both physically and psychologically, is one of our priorities and our aim is to keep improving our working conditions and working environment to ensure this priority.

### Implementation and Measurement of outcomes

We continue working with our yearly work environment assessment, as well as the 2-3 evaluation meetings we are holding each year to determine whether our solutions and actions have been successful. In this connection, we also go through employee/management input and examine any new applicable laws and regulations on work environment issues.

In the 2015-2016 period, we have focussed on stress management and on developing our emergency plan. We held a course on stress management for all our employees, and conducted a fire practice, which led to improvements in our emergency plan.

In addition, we have made an effort to integrate local refugees in our organisation, which resulted in several internships and the regular employment of a Syrian tailor. Non-discrimination and diversity at the workplace are very important to us, and we are a well-functioning international team at Atelier 2000.

For next year, we plan to hold a course on psychological first aid in order to implement the psychological element in our emergency plan, and to make an action plan for possible crisis situations. We also plan to develop a management system for occupational health and safety.

In relation to our supply chain, we have re-drafted our "Responsible Sourcing" document, which we expect to replace our standard questionnaires to suppliers. We plan to have the document ready in 2017, so we can communicate it to our suppliers.

As a result of our work with third party standards and certification, our most important supplier in Pakistan could show an official certificate concerning child labour after an independent audit. We will continue working on getting similar certificates from our other suppliers in "high risk" countries.

## Environment

### Assessment, Policy and Goals

Our aim is to reduce environmental impacts throughout our operations and uphold applicable laws and regulations.

We expect that our business partners as a minimum uphold the laws and regulations that are applicable to their business.

We encourage our suppliers to work with environmental issues by using third party official certification schemes and standards.

### Implementation and Measurement of Outcomes

During the 2015-2016 period, we have primarily been working on drafting our environmental management system which includes our environmental policy, environmental risk assessment, our goals, implementation responsibilities and communication.

In this connection, we are planning to merge our existing quality management system with our environmental management system, as well as our management system for occupational health and safety, which we are planning to develop and implement. We expect this to result in a better synergy between the three interlinked areas.

Regarding our suppliers, we have in place an environmental requirements document and it is used in our due diligence work.

Additionally, we have been working with third party standards and certifications. The result is that one of our important suppliers in Pakistan has been able to present valid certificates concerning environmental management (ISO 14001) and child labour after an independent audit, and we have been able to get valid ISO 14001 and OEKO-Tex certificates from our suppliers in Slovakia and China. We will continue working with our other suppliers in Asia on standards and certification.

We inform our suppliers about the Ecolabel possibilities concerning textiles.

#### Principles:

**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.

## Anti-Corruption

### Assessment, Policy and Goals

Atelier 2000 makes it clear in our code of conduct that we do not tolerate corruption in all its forms.

In addition to this, we have been re-drafting our anti-corruption policy, which we expect to be ready in 2017, so it can be communicated to our supply-chain.

### Implementation and Measurement of Outcome

Our anti-corruption policy will be part of our Responsible Sourcing guidelines, which we expect to be finalised in 2017.

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

## Further Comments:

Activities for the next year include:

1. Re-drafting and finalising of the following documents:

- Anti-corruption policy
- Human rights policy
- Responsible Sourcing guidelines

2. Implementing our environmental management system

3. Draft our management system for occupational health and safety

4. Create a better synergy between our quality management system, environmental management system and the management system for occupational health and safety

5. Update our emergency plan / include psychological elements

6. Continue working towards certification in the areas of environment, child labour and human rights with our suppliers in “high risk” countries.