

MADS NØRGAARD

COPENHAGEN

COMMUNICATION ON PROGRESS

2019



INTRODUCTION

I AM PLEASED TO CONFIRM THAT MADS NØRGAARD COPENHAGEN ACKNOWLEDGE ITS CONTINUED SUPPORT TO THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT IN THE FOUR ISSUE AREAS; HUMAN RIGHTS, LABOUR, ENVIRONMENT AND ANTI CORRUPTION.

IN OUR FIRST ANNUAL COMMUNICATION ON PROGRESS, WE DESCRIBED OUR ACTIONS TO INTEGRATE THE GLOBAL COMPACT AND ITS PRINCIPLES INTO OUR BUSINESS STRATEGY, CULTURE AND DAILY WORK. NOW, AS MEMBERS FOR SEVERAL YEARS, WE KEEP THE SAME SIMPLE REPORTING METHOD BUT THEN CONCENTRATE ON GETTING THINGS DONE.

WHEN SIGNING UP FOR THE UN GLOBAL COMPACT MEMBERSHIP, WE ESTABLISHED A CSR TEAM WITHIN THE COMPANY. THIS WAS INITIATED TO MAKE SURE THAT WE ALL TOOK AN ACTIVE PART OF THE MEMBERSHIP AND WORKING ON IMPROVING WITHIN THE 10 PRINCIPLES. AT THIS POINT WE HAVE 1 PERSON IN CHARGE AND THEN ALSO GET SUPPORT FROM AN EXTERNAL CSR CONSULTANT.

OUT OF THE 4 AREAS HUMAN RIGHTS, LABOUR, ENVIRONMENT AND ANTI CORRUPTION, WE DECIDED IN THE FIRST YEAR OF OUR MEMBERSHIP, THAT OUR MAIN FOCUS WILL BE THE ENVIRONMENTAL PART, AS OUR INDUSTRY IS ONE OF THE MOST NON ENVIRONMENTAL FRIENDLY. FOCUS HAS BEEN SPLITTED, SO IN 2017 WE FOCUSED ON CREATING TRANSPERANTCY IN OUR SUPPLY CHAIN.

THE FIRST STEP TAKEN WAS TO SEND OUT A QUESTIONARE, WHICH COVERED THE UN GLOBAL COMPACT PRINCIPLES. THE GOAL WAS TO MAP THE LEVEL OF CONCIIOUSNESS OF THE 10 PRINCIPLES WITHIN OUR SUPPLIERS.

SINCE OUR CODE OF CONDUCT HAS BEEN UPDATED AND HAS NOW BEEN RESEND TO ALL 1st TIER SUPPLIERS.

WE WILL ALSO STRIVE TO SEND OUT THE COP ALONG WITH THE CODE OF CONDUCTION, TO INLIGHTEN THE SUPPLIERS ABOUT THE PROGRESS WITHIN ALL 4 AREAS.

YOURS SINCERELY

MADS NØRGAARD

FOUNDER

STATEMENT

FULL NAME: MADRS MATIAS NØRGAARD

BORN: 25.04.61 IN COPENHAGEN, DENMARK

ORIGIN: NORWEGIAN MOTHER, DANISH FATHER, MARRIED TO CECILE NØRGAARD AND FATHER OF 2 CHILDREN.

AT MADRS NØRGAARD –COPENHAGEN WE ARE DEEPLY IN LOVE WITH FASHION AND WITH THE CHANGING IN TIMES.

HOWEVER WE ALSO FIND THE WESTERN WORLD MOVING TOO FAST AT TIMES. TO SLOW DOWN EVERYTHING A LITTLE WE ALSO IN LOVE WITH THE FASHIONABLE ITEMS THAT JUST DON'T CHANGE.

WHEN WE CREATE THE NEW COLLECTIONS SEASON AFTER SEASON, EXPECT A CORE OF CLASSICS AS OUR FASHION POINT OF DEPARTURE. FOR WOMEN AND FOR MEN.

ULTIMATELY FASHION IS MEANT TO FREE YOU, NOT OVERRULE OR CONTROL YOU. WHAT YOU WEAR SHOULD SUPPORT YOU AND YOUR WAYS AND BELIEFS. THIS IS HOW I SEE IT..

- MADRS NØRGAARD

HUMAN RIGHTS AND LABOUR

ACTIVITIES, WHICH HAS BEEN EXECUED

WE ALWAYS STRIVE TO SUPPORT MINORITIES NATIONAL AND INTERNATIONAL. THEREFORE, WE OFFEN SET UP PROJECTS WITH VARIOUS NGO'S. IN THE PAST YEAR WE HAVE WORKED WITH FOLLOWING:

- WE HAVE DEVELOPED A NEW CONTRACT FOR HOW TO DO BUSINESS AND WORKING TOGETHER FOR US AND ASKED OUR 1ST TIER SUPPLIERS TO SIGN
- STARTED THE PROCESS OF BECOMING MEMBERS OF THE FAIRWEAR FOUNDATION.
- INTERNAL ROADMAPPING FOR WORKINVORNMENT
- RED CROSS, WE CONTIUNSLY WORK WITH RED CROSS BY DONATING OUT OF SEASON CLOTHES
- SELLING COFFEE AT OUR STOCKSALES AND DONATE THIS TO "MÆNDENES HJEM"
- MADE THE OFFICAL PRIDE COLLECTION, AND ARE DONATING ALL PROFIT TO COPENHAGEN PRIDE
- DONATED CLOTHES TO THE REFUGEES LOCATED AT CENTER SJÆLSMARK

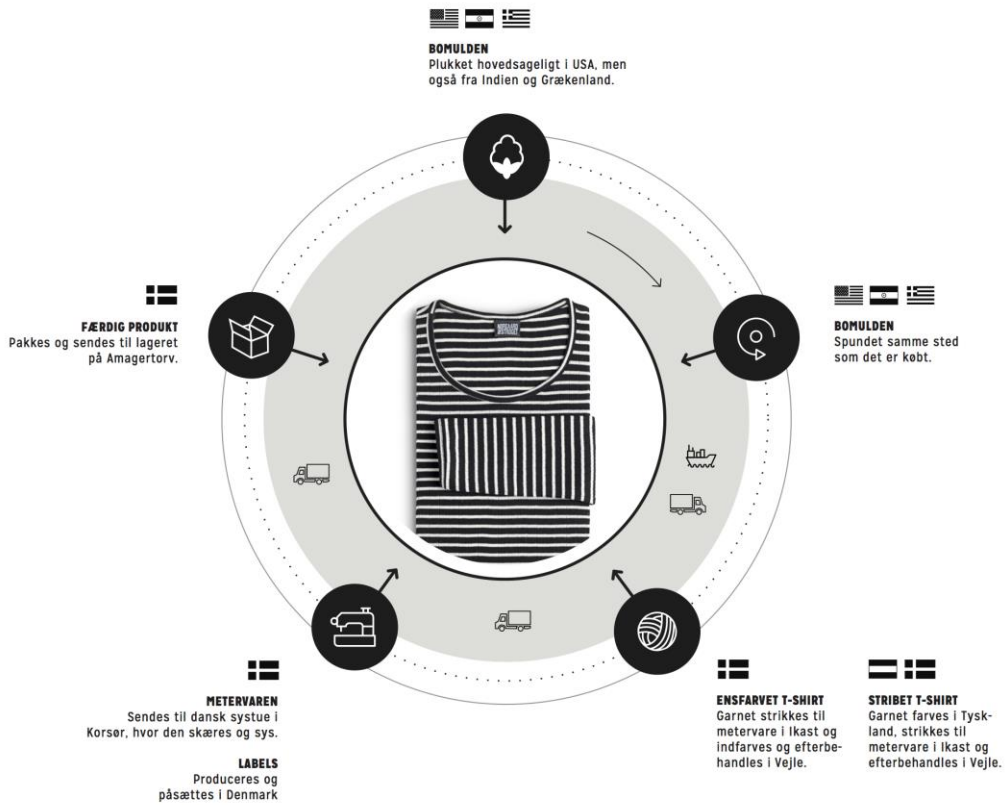
RESULTS AND GOALS

- INTERNALLY IN MADS NØRGAARD ALL EMPLOYEES ARE TAKING AN ACTIVE PART OF ALL PROJECTS AND ARE PROUD TO DO SO. THIS TRIBUTE TO A HIGHER LEVEL OF MOTIVATION.
- WE ALREADY OFFER HEALTH INSURANCE, ANNUAL SPORT AND SOCIAL ACTIVITIES AND FRESH ORGANIC FRUIT TO THE EMPLOYEES.
- MAPPED ALL OUR 1ST SUPPLIERS SO OUR PROCESS IS MORE TRANSPARENT TO US AND FOR TRIMMING OUR SUPPLIER DATABASE. THIS IS DONE FOR INCREASING LEVERAGER AND COMMINCATION POSSIBILITIES WITH OUR A-SUPPLIERS.
- STARTED THE COMMUNICATION WITH THE FAIRWEAR FOUNDATION ON HOW TO BECOME MEMBER. THIS IS STILL IN PROCESS.

ACTIVITIES, WHICH ARE PLANNED FOR THE COMING YEAR

- CONTINUING THE CLOSE PARTNERSHIP WITH NGO'S.
- WE WANT TO CONTINUE IMPROVING THE ERGONMIC WORKPLACE ASSESSMENT.

THE CYCLE OF 101



ENVIRONMENT

ACTIVITIES, WHICH HAS BEEN EXECUED

- STARTED UP A COOPERATION WITH “BUREAU VERITAS ” TO START TESTING OUR FABRICS
- WE CONTINUE TO KEEP THE MAIN PART OF PRODUCTION IN EUROPE –CLOSE TO OUR WAREHOUSE & HEADOFFICE
- BRINGING DOWN THE CO2 FOOTPRINT BY USING TRUCK AS TRANSPORTATION OF BOTH BULK AND SALES SAMPLES
- WE WILL LIMIT OUR COURRIER FREIGHT TO LEAVE 2 TIMES PR WEEK TO REDUCE CO2
- CONTINUE BUYING RECYCLE PAPER FOR ALL OUR OFFICES.
- CONTINUE RECYCLING ALL OUR PRINTER TONERS
- SOURCING FOR SUSTAINABLE YARNS AND FIBERS, SO IT CAN BE ENCLUDED MUCH MORE IN OUR COLLECTIONS AND PRODUCTIONS.
- BECAME A MEMBER OF GLOBAL FASHION AGENDA
- STARTED UP A COOPERATION WITH CEMAsys, IN ORDER TO GET OUR CARBON FOOTPRINT ANALYSED AND THEREBY BEING ABLE TO BUY CARBON CREDITS FOR OUR CO2 EMISSIONS
- CHANGED OUR PLASTICBAGS, FROM NORMAL POLYESTER TO BIODEGRADABLE POLYESTER

RESULTS

- ESTABLISHED STRONGER RELATIONSHIPS WITH OUR FORWARDERS AND SUPPLIERS, TO KEEP THE CO2 FOOTPRINT LOW.
- FOR KIDS TECHNICAL WEAR WE SWITCHED INTO USING BIONIC FINISH . TO AVOID THE USE OF FLOURINE
- ON CERTAIN GROUPS WE USE OUR LEFTOVERS FOR MAKING BABY CLOTHING OR SMALL ORDERS TO OUR SHOPS
- WE HAVE VERY MUCH STARTED TO INTERGRAT SUSTAINABLE FIBERS AND YARNS INTO OUR COLLECTION WHICH IS BECOMING MORE AND MORE REACHABLE TO FIND IN THE MARKET
- WE HAVE RECEIVED OUR CARBON FOOTPRINT REPORT, AND PURCHASED CARBON CREDITES FOR 10% MORE THAN OUR ACTUAL tCO2e EMMISIONS. THEREBY WE HAVE BECOME A CLIMATE+ BUSINESS

ACTIVITIES AND GOALS

- TO CONTINUE MAP FABRICS WHICH ARE OEKOTEEKS CERTIFIED
- USE ENVIROMENTAL FRIENDLY FABRICS (ORGANIC COTTON, RECYCLED COTTON/RECYCLED POLYESTER)
- WORKING ON GETTING PAPER HANGTAGS FCS CERTICIFED
- WE AIM TO KEEP ANALYSE OUR CARBON FOOTPRINT ON A YEARLY BASIC. NOT ONLY TO BUY CARBON CREDITS AND STAY A CLIMATE+ BUSINESS, BUT ALSO TO KEEP FOCUSING ON HOW AND WHERE WE CAN REDUSE OUR CO2 EMMISIONS

ANTI-CORUPTION

ACTIVITIES, WHICH HAS BEEN EXECUDED

WE CONTINUE NOT TO ENGAGE BUSINESS REALTIONS WITH SUPPPLIERS AND PARTNERS WHERE CORROUPTION AND BRIBE ARE NECESSARY TO DRIVE BUSINESS. NO EMPLOYEE IS ALLOWED TO TAKE BRIBE.

- STRATING THE PROCESS OF BECOMING A MEMBER OF FAIR WEAR FOUNDATION WHICH ALSO HIGHLY WORK WITH THE ISSUE OF ANTI-CORUPTION.

ACTIVITIES, WHICH ARE PLANNED FOR THE COMING YEAR

- THE REST OF OUR SUPPLIERS SHALL RECIVE OUR NEW BUSINESS AND HOW TO WORK-CONTRACT WHICH ALSO INCLUDE OUR COD
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CONCLUSION

MADS NØRGAARD -COPENHAGEN WILL CONTINUE TO WORK WITH AND IMPLEMENT THE 10 PRINCIPLES.

IN THE COMING YEAR WE WILL WORK WITH SIMPLE AND SPECIFIC ADJUSTMENTS TO KEEP CONTROL AND DRIVE IN OUR PROCESS.