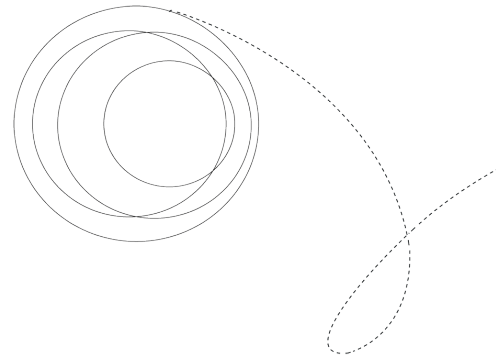


# CSR 2019

CORPORATE  
SOCIAL  
RESPONSIBILITY



KONGELIG HOFLEVERANDØR

# NYBO

WORKWEAR SINCE 1962

# WORKWEAR WITH A POINT OF VIEW



Nybo Workwear A/S (hereafter Nybo Workwear) is a family owned company, which has started by the married couple Peder and Margit Nybo Jensen in 1962 under the name Nybo Jensen Konfektion A/S. The couple wanted to create a brand of workwear garments with a higher standard than what was available at the time. Margit Nybo took some construction courses. Peder Nybo had sales in his blood, ever since he sold doves to the market in Viborg as a kid. It was therefore natural for them to base Nybo Workwear on Jutlandish values of decency and trustworthiness. As Peder Nybo said: "A good deal is a deal, that's is good for both the seller and the buyer". These ideals manifested themselves in their quality product as well as the responsibility they took for their hometown, Viborg where they have started many initiatives. We are acknowledged purveyor to H. M. The Queen of Denmark as the only work wear supplier in Denmark

Today the next generation of the Nybo family are involved in the company in different positions. Therefore, the values of Peder and Margit Nybo live on in the business today, as we find it essential to take a corporate social responsibility. We do that because of our main reasons:

1. We believe that we must behave decently in relation to other people - our own employees, our suppliers' employees, our customers, their customers and others we meet on our way.
2. We believe that we have a responsibility for our environment and nature – to pass it on in a good condition for future generations.
3. We believe that decent behavior and sound business are interdependent.
4. We appreciate that many of our customers focus on CSR and place high demands on ourselves.

## CONTINUED SUPPORT TO GLOBAL COMPACT

Nybo Workwear has been supporting the UN Global Compact since 2010. Together with our core values, these 10 principles form the basis for our holistic approach to CSR.

In 2013, we have conducted a structured process aiming at integrating CSR further into our business strategy. We have looked deeper into our potential risks and identified our most significant stakeholder. Furthermore, we have conducted a self-assessment of process and materials in order to prioritize those CSR activities that create most value to both our business and the society around us. These priorities are reflected in our report.

## SUSTAINABLE DEVELOPMENT GOALS

We are constantly setting new targets for improvement and will in 2020 work more specific with Sustainable Development Goals. We have pointed out 4 goals end 2019 and will work with these for the coming years. (See page 4).

## ABOUT OUR CSR REPORT

The purpose of our CSR reporting is to provide a comprehensive picture to our stakeholders on our CSR performance in 2019. Our CSR report form at the same time the obligatory Communication on Progress (COP) report to UN Global Compact.

The report covers our 3 locations: Headquarter in Viborg, Denmark and our 2 production facilities in Dobeles and Jelgava, Latvia.

In order to ensure a transparent, balanced and reasonable presentation of our CSR performance, we are inspired by general accepted reporting principles: Global Reporting Initiative ([www.gri.com](http://www.gri.com)).

As we will continue our strategic and systematic work with CSR, any constructive comment for further improvements are highly appreciated.

We hope you will enjoy reading it!

# PEOPLE

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## Good working conditions are key to success

We understand people as all activities related to managing and developing our employees. This includes a safe and healthy working environment, leadership and compliance with Nybo Workwear 's Code of Conduct.

Nybo Workwear employs 178 persons – 27 are working at the headquarter in Denmark and 130 are working at our two production facilities in Latvia.

We are proud to have a very high length of employment – both in Latvia and Denmark.

### POLICIES AND STRATEGIES

We want to offer a desirable, developing and challenging place of work that is able to attract and retain quality-minded, well-qualified and passionate employees. We believe that our employees are the most important key to success. We respect and live up to the national labor market laws in Denmark and Latvia.

All conditions regarding employees are described in detail in our Handbook for personnel. This is handed out to all employees and kept up-dated with all new guidelines for the company. With this, we go further than the rather strict laws of labor and employee rights in Denmark and Latvia - and we implement additional training, health insurance and personnel celebrations.

### WHAT WE SAID IN 2019

- We continuously focus on improvements concerning health and safety among our employees. Our ambition is to have a stable workforce that cares about each other and Nybo as an attractive place to work. The concern for our employees has always been at the heart of the Nybo Workwear company spirit.
- We still want to improve our data management on CSR to cover both Denmark and Latvia with same monthly KPI structure.
- Establish continues improvements through dialog with the employees regarding sickness and physical work environment.

### WHAT WE ACHIEVED IN 2019

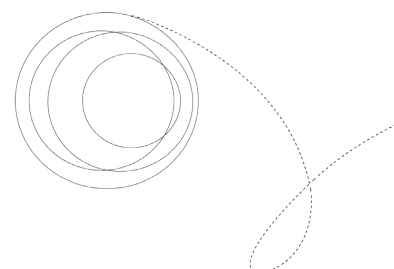
- We continued our English language training in Latvia for 7 people. In DK 1, person had a course.
- Continued systematic employee development dialogues for all employees in Denmark and all managers in Latvia.
- Increased systematic documentation on health and

safety issues in both Denmark and Latvia. In Denmark we had a very low sick-leave at 1,25% which is 4% lower than 2018. In Latvia we had a sick-leave at 7.85% which is 23% lower than 2018.

- We continued our cooperation with Viborg Municipality to include socially vulnerable citizens into our company. In 2019, we had 3 persons employed on special terms.
- We have had 3 internal meetings with our staff to train the Values, mission and vision for the company.
- Our sub-contractor in India is also sponsoring education of girl child and underprivileged kids in areas near their factory.

### WHAT'S NEXT FOR 2020

- We continuously focus on improvements concerning health and safety among our employees. Our ambition is to have a stable workforce that cares about each other and Nybo as an attractive place to work. The concern for our employees has always been at the heart of the Nybo Workwear company spirit.
- We still want to improve our data management on CSR to cover both Denmark and Latvia and to have a close follow up on our subcontractors.
- Establish continues improvements through dialog with the employees regarding sickness and physical work environment.



# SUSTAINABLE DEVELOPMENT GOALS

An universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.



# PURCHASE

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## A trustful partnership is the key to responsible sourcing

We understand purchase as all sourcing activities related to procurement and supplier management at Nybo Workwear.

Nybo Workwear has main suppliers of textile distributed in Europe and Asia. Our European suppliers are all subject to strict European legislation and control and the same for our suppliers in Far East.

Our key suppliers in Laos and China holds an Amfori BSCI certification and key supplier in India holds a SA8000 certification.

Our focus is always to cooperate with suppliers, which are Amfori BSCI, SA8000 or similar audited.

### POLICIES AND STRATEGIES

Our ambition is to do business with suppliers who meet the same high standards concerning quality, ethics, environment and security of supplies as we do ourselves. We only source from international recognized suppliers. We believe that we achieve the best results through trustful partnerships striving for improvement in regards to human right, labour rights and environmental issues. Therefore, we are convinced that it is through a long-term partnership with our key suppliers that we achieve the best results. Regular visits in the places of production guarantee observance of the agreed conditions.

Nybo Workwear is a member of the trade association "Danish Fashion and Textile" that has developed a recognized code of conduct targeting suppliers named FairFashion. Our goal is to ensure that our suppliers live up to standards like FairFashion.

### WHAT WE SAID IN 2019

- All European suppliers with a purchase of more than 500.000 DKK must sign the FairFashion Code of Conduct as an integrated part of the contract with Nybo Workwear.
- Asian suppliers with a purchase of more than 100.000 DKK are obliged to sign the Fair Fashion Code of Conduct as an integrated part of their contract as well as fill in the Nybo Workwear-self-assessment.

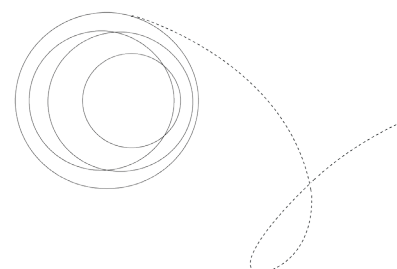
- We will have zero tolerance when it comes to corruption.

### WHAT WE ACHIEVED IN 2019

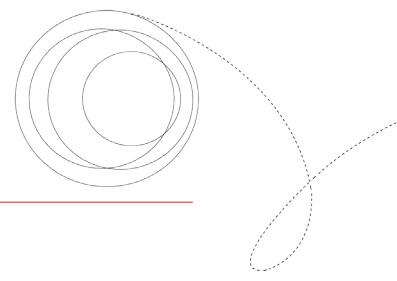
- All suppliers have conducted the Nybo Workwear - self-assessment if they are not certified with SA8000 or Amfori BSCI.
- Our existing suppliers all live up to our high standards for quality and responsibility.
- Our supplier in Laos is a member of Amfori BSCI and we have awaited that the audit should take place in December but it has been postponed to 2020.
- We have not had any situations where a supplier has failed in our cooperation and no corruption.

### WHAT IS NEXT FOR 2020

- All European suppliers with a purchase of more than 500.000 DKK must sign the FairFashion Code of Conduct as an integrated part of the contract with Nybo Workwear.
- Asian suppliers with a purchase of more than 100.000 DKK are obliged to sign the FairFashion Code of Conduct as an integrated part of their contract as well as fill in the Nybo Workwear - self-assessment. Furthermore, we only work with suppliers which has Amfori BSCI with a A-B grade or SA8000 or similar audited.
- We will work on improvements in social- and environmental aspects at our sub-contractors in Asia.
- We will have zero tolerance when it comes to corruption.



# PRODUCT



## High quality in everything we do

We understand “solutions” as our full assortment of products, processes, customer relations, and sales and marketing activities.

As a textile company our main impact on society is related to the quality and content of the products we sell. It means that our focus is constantly on environmentally friendly fabrics and accessories we use in our products.

### POLICIES AND STRATEGIES

Since the foundation of Nybo Workwear, we have strived towards high quality in everything we do. We believe that quality and responsibility are interrelated.

We also believe that we have an obligation to develop innovative and environmentally friendly products, which will be a benefit for all involved.

Nybo Workwear works only with experienced and international recognized sub-suppliers of raw material for industrial washable products. All specifications of fabrics and accessories are determined and controlled according to international standards regarding quality, environmental requirements and healthy working conditions. A continuous follow-up takes place regarding the fulfilment of the agreed demands and arrangements.

In our catalogues and on the web, we clearly indicate which certificates relate to each product. It assists our customers in making a responsible choice.

### WHAT WE SAID IN 2019

- We will continue to live up to our customers' demands concerning environmental and social irresponsible products and processes.
- We will continue to contribute to new innovative and sustainable solutions within fabrics, accessories, and finished products and be a frontrunner in the work wear business. We will make a concept of a more sustainable collection in 2019.
- We will focus on using fabric suppliers, which are certified with the STeP or bluesign environmental certification.
- We will still focus on our transport, follow our carbon footprint within this activity - our sea- and air freight from Far East suppliers. As we have made a stricter planning system, we are sure that it will be less in 2019.

### WHAT WE ACHIEVED IN 2019

- We did have our own Oeko-Tex 100 – product class II certification on our finished products and are very satisfied with this.
- 38% of our total standard products is certified with bluesign or STeP, which is environmental certifications. It is less than 2018 as we had to change a lot of fabrics from a supplier who closed to a new without environmental certification.
- Our Tencel collections which has started up in 2011/12 is still of a very high interest even it is an old collection.  
Our collection Nature in organic cotton and regenerated polyester is available in 5 colors and We have also expanded the collection with one more model for women as we see a big interest in these sustainable garments on the market – especially in Danish Tenders for garments for municipalities.
- We have had focus on sustainable products – and for us it is not only to use sustainable fabrics but also to produce quality products with a long lifetime, so the customers must have as few supplies of garments in the contract with the end-user. Our news in collections in sustainable and innovative fabrics have been postponed to 2020 as we have had a longer development on some of the fabrics.
- In 2019 we have reduced our use of air freight and our planning of orders has been much more efficient.

### WHAT IS NEXT FOR 2020

- We will continue to live up to our customers' demands concerning environmental and social irresponsible products and processes.
- We will continue to contribute to new innovative and sustainable solutions within fabrics, accessories, and finished products and be a frontrunner in the work wear business. We will launch a new concept of a more sustainable collections in 2020 and use of other sustainable blends.
- It is very important for us that we are participating in network groups for development of sustainable solutions and how we can work together with our customers.
- We will focus on using fabric suppliers which are certified with STeP or bluesign where it is possible.
- We will still focus on our transport, follow our carbon footprint within this activity - our sea- and air freight from Asian suppliers.

## Nybo - still a frontrunner in sustainable work wear

Nybo Workwear do not just want to be a manufacturer of light work wear. We also still want to be an innovative frontrunner of sustainability and ecology.

In 2015 we did launch our very first sustainable collection: **Nature**.

**Nature** is a collection of upper parts made of regenerated polyester and organic cotton.

**Nature** is available in 5 colors, which indicate purity, freshness and healthiness thereby supporting the good qualities of the sustainable fabric. We have also expanded the collection with one more model for women.

Regenerated polyester is made of e.g. old dumped plastic bottles found in nature or at landfill sites. In contrast to the production of traditional polyester, no oil is used in the production of regenerated polyester and therefore the consumption of energy and the CO2 emissions are profoundly less.

Organic cotton protects the environment because no pesticides are used in the production. A production without pesticides naturally also contributes to improved living and working conditions of the cotton farmers.

With **Nature**, the user does not only get a high-quality product. He also gets a product produced under sustainable and resource-saving conditions and the user actively supports a production with a good conscience and takes responsibility for our common future.

We believe in natural way to have sustainable products is the right way as use of **TENCEL** fibers which is a replace instead cotton and production is made in a sustainable loop.

At Nybo Workwear, we believe that sustainability is imperative in the future production of work wear and we have now taken the first step. We will focus on having a total concept of sustainable collections in different ways; new types of fibers, BCI-cotton, organic cotton and recycle polyester to offer to our customers.

We have focus on sustainable products – and for us it is not only to use sustainable fabrics but also to produce quality products with a long lifetime, so the customers must have as few supplies of garments in the contract with the end-user.



# NYBO WORKWEAR'S GARMENTS MEET THE FOLLOWING STANDARDS



## STANDARD 100 by OEKO-TEX®

The Oeko-Tex 100 standard regulates and controls the use of harmful substances in textile production such as that there is not used pesticides and heavy metals. Approval under this standard ensures fabrics pose no risk to health and will provide "skin friendly" clothing.



## REACH

REACH is the regulation of the European Union, adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals, while enhancing the competitiveness of the EU chemical industry. It also promotes alternative methods for the hazard assessment of substances in order to reduce the number of tests on animals.



## ISO 15797

As one of the first in our industry, we use the international test standard ISO 15797 (European Textile Services Association ETSA). A careful selection of raw material guarantee, that Nybo Workwear products meet the requirements of industrial washing.



## STeP by OEKO-TEX®

STeP stands for Sustainable Textile Production and is a worldwide certification system for environmentally friendly and socially responsible production facilities in the textile industry. The certification is carried out by Hohenstein Institute, owner of the OEKO-TEX® brand.



## MADE IN GREEN by OEKO-TEX®

The MADE IN GREEN label verifies that an article has been tested for harmful substances. This is carried out through certification in accordance with OEKO-TEX® STeP. It also guarantees that the textile product has been manufactured using sustainable processes under environmentally friendly and socially responsible working conditions.



## TENCEL™

TENCEL™ branded lyocell and modal fibers are produced in an environmentally responsible process from the sustainably sourced natural raw material wood. TENCEL™ fibers are found in the collections of many leading designers.

One of the most outstanding qualities of TENCEL™ fibers is the ability to enhance breathability. The smooth fiber surface absorbs and releases moisture efficiently and therefore supports the body's natural thermal regulation.



## bluesign®

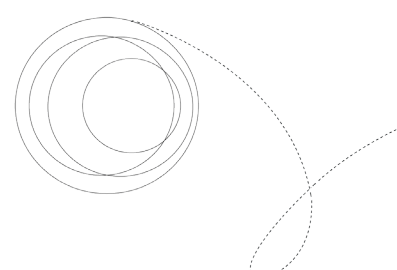
The bluesign® system is the solution for a sustainable textile production. It eliminates harmful substances right from the beginning of the manufacturing process and sets and controls standards for an environmentally friendly and safe production. This not only ensures that the final textile product meets very stringent consumer safety requirements worldwide but also guarantees a sustainable product.



## 37.5® MATERIAL TECHNOLOGY

37.5 Technology is a dynamic thermoregulation technology that triggers off of humidity. 37.5® technology helps warm you up when you're cold and cool you down when you're hot.

- 37.5 Technology provides UVA and UVB protection.





# NYBO WORKWEAR'S GARMENTS MEET THE FOLLOWING STANDARDS



## The Social Accountability-8000 standard (SA8000)

The Social Accountability-8000 standard (SA8000): The leading certificate when it comes to socially responsible productions. The certificate ensures proper working conditions by testing the companies on many parameters: Employees are guaranteed a healthy and safe workplace with decent working hours, a proper wage and the right to organize themselves when negotiating their terms of employment. It also ensures that there is no child labour, no forced labour and no discrimination.

1. No child labour
2. No forced or compulsory labour
3. A healthy and safe workplace
4. The freedom of association and right to collective bargaining
5. No discrimination
6. A respectable treatment of the employees - no physical violence or mental abuse
7. Decent working hours
8. Fair remuneration - a proper salary
9. A well-managed system and organisation

## Amfori BSCI



Amfori BSCI: Based on the UN's principles about the business world and human rights Amfori has developed 11 principles that must be followed to ensure proper working conditions. For example that the workers have fair and legitimate contracts, decent working hours, that young employees work on special terms and that the production is eco-friendly.

1. The freedom of association and right to collective bargaining
2. Fair remuneration - a proper salary
3. A healthy and safe workplace
4. Special protection for young workers
5. No forced labour
6. Ethical business behaviour
7. No discrimination
8. Decent working hours
9. No child labour
10. No precarious employment - fair and legitimate contracts
11. Protection of the environment.

## UN Global Compact since 2010

The UN Global Compact since 2010: Ensures human rights, decent working conditions, an eco-friendly production and no corruption.



### Human rights

1. Companies should support and respect the protection of international human rights.
2. Companies should ensure that they are not violating human rights.
3. The freedom of association and right to collective bargaining
4. No forced labour
5. No child labour
6. No discrimination

### Environment

7. Companies should have a preventive attitude towards environmental challenges and be at the forefront of the development.
8. Companies should take initiative to promote responsibility for the environment.
9. Companies should encourage the development and dispersion of environmental technologies.

### Anti-corruption

10. Companies should work to eliminate corruption in all its forms, e.g. bribery and extortion.



## ISO 9001

In order to strengthen our production in Eastern Europe, our Latvian based company SIA Nybo Dobeles is now certified according to ISO 9001. This means that Nybo Work Wear will be even more competitive when it comes to ensuring the quality demands from our customers and to optimizing the daily processes in our Baltic organisation.

# PROCESS

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## Environmental precautions from the very beginning

We perceive “process” as all the internalized activities across our own company value chain, including production, logistics, properties and utilities.

Our facility in Viborg, Denmark is home of our administration and stock. Our environmental challenges are mainly related to our production facilities in Dobeles and Jelgava in Latvia. As a textile, producing company our main task is to produce high quality work wear, which means that we have very limited environmental issues related to hazardous waste and our water consumption.

### POLICIES AND STRATEGIES

We consider ourselves as an integrated part of our common environment. In spite of our modest size and position as a minor Danish player, we are determined to demonstrate our will to contribute to the preservation of our environment and resources.

We continue our recycling project of paper, cartons and plastic in cooperation with Zala Josta Ltd., which a Latvian company is caring for a clean Latvia. We collect and sort all waste: fabric, paper, cartons and plastic for recycling. Our systematic work with recycling has given us the Zala Josta certificate, which certifies that our production site “Sia Nybo Dobeles” is environmentally friendly. We have a special focus on the end-to-end handling of cardboard boxes, as this is our main packaging consumption. All boxes are sorted, cleaned, pressed and recycled.

In Denmark, we sort all waste: paper, cartons and plastic and sell it for recycling. Carton boxes from suppliers will be used for shipments to the customers if quality is ok. We use a minimum of plastic bags in our cartons as possible.

### WHAT WE SAID IN 2019

- We still want to continue reducing our energy consumption in Denmark and Latvia with 3%.
- Our aim is to reduce our water consumption by 3% total.
- We will continue to recycle as much as possible in Denmark, Latvia and Nybo Asia.

### WHAT WE ACHIEVED IN 2019

- In our facility in Latvia, we have used same energy as in 2018. We have had more than full capacity

running in production. In Denmark we have saved 1,8%.

- We have reduced our use of outdoor lamps with 90% and changed 10% of our indoor bulbs to LED.
- In Denmark we have saved 3,5% gas and in Latvia an increase on 11,8% as it has been a colder winter and demand for heating.
- Our water consumption has been reduced with 6,75%. It is more than in 2018 and we are satisfied, as our goal was a reduction on 3%.
- We brought 48,0 tons of material back to full recycling in 2019. It is less than in 2017 and 2018. We have recycled less in Denmark and Latvia as we have less waste of fabric and less production compared to 2018.

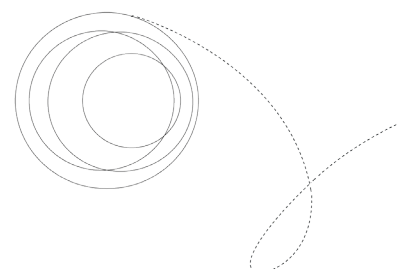
### WHAT IS NEXT FOR 2020

- We still want to continue reducing our energy and gas consumption in Denmark and Latvia with 3%.
- Our aim is to reduce our water consumption by 3% total.
- We will continue to recycle as much as possible in Denmark and Latvia.



## Environmental figures

	Denmark (Viborg)	Latvia (Dobele and Jelgava)	Total
<b>Energy consumption</b>			
Electricity kWh	66,216	200,120	266,336
Gas - m3	22,751	14,060	36,811
Water consumption - m3	120	736	856
Recycling - tons	6.76	41	48





## Key figures regarding employees

	Denmark (Viborg)	Latvia (Dobele and Jelgava)	Total
Employees - total	27	151	178
Blue collar	4	126	130
White collar	23	25	48
Sick leave	1.25	7.85	
Injuries	0	2	2
Employee Development Dialog	25	130	155
Employees training	1	7	8
Employess on spec. training	3	0	3

# CSR Performance at Nybo Workwear A/S

	Subject	Objective	Result	Global Compact	GRI	Page
Purchase	Implementing Supplier Code of Conduct	All suppliers of fabrics and sweing sign supplier Code of Conduct	Completed	All principles	General	4,5,7
	Number of suppliers that has undergone screening REACH-Directive	All suppliers has to document that they live up to REACH-Directive	Completed	All principles All principles	General	4,6,7 4,6,7
Product and customers	Development of environmental friendly products		<b>Nature</b> Collection of upper parts made of regenerated polyester and organic cotton <b>Charisma Premium/Tennis</b> Our collections of environmental friendly Tencel products	9		5
	Product and customers Development of environmental friendly products Certifications: Oeko-Tex Standard 100, bluesign, STeP, ISO 15797	We will have all our products certified with Oeko Tex 100 - product Class II We aim that 50% of our used fabrics has bluesign or STeP	We did have our own Oeko- Tex 100 - product class II certification end 2019. 38% bluesign/STeP	9	PR3	5
Process	Electricity consumption	266.336 kWh	See notes on page 12	7	EN3	8
	Total water consumption	Reduce by 3%	856 m3 - 6,75% reduction	7		
	Gas	Reduce by 3%	36.811 m3 - 3,50% reduction	7		
	Recycling	Increase by 3%	48 tons - 13,4% increase	7	EN2	8
People and society	Diversity of workforce		Blue collar: 130 White collar: 48	1, 2, 6	LA1	9
	Employee training	Access to English language training in LV Individual courses - DK	LV - 7 employeess DK: 1 employees	1.2	LA10	9
	Employee development		LV - 130 employeess DK - 27 employees	1.2	LA10	9
	Access to labour unions	All employees	100%	1, 2, 3	LA4	9
	Collective bargaining		100%	1, 2, 3	LA4	9
	Wage level		100%	1, 2, 3	LA4	9
	Staff compensation		Pensions, health insurance, compensation on sick leave, pregnancy etc.	1, 2	LA3	9
	Health and safety: 1. Rates of injury 2. Health programs 3. Sick leave National laws	1. Zero injuries 2. Improve health programs 3. Reduction of sick leaves 4. Observe and respect national labour marked laws	Pensions, health insurance, compensation on sick leave, pregnancy etc. 1. 2 incidents during 2019 2. Health insurance, canteen, massage, nurse, doctor 3. DK:1,25%; Latvia 7,85%; 4. 100%	1.2	LA7	9
	Number of employees on special terms	Contribute to an inclusive labour marked	3 employees on special terms in DK.	1, 2, 6	LA13	9
	Implementation of Code of Conduct	Nybo Workwear's companies in Denmark and Latvia must sign our Code of Conduct. Our sub contractors also sign our Code of Conduct and is member of Amfori BSCI or SA8000 or similar.				

# NYBO WORKWEAR A/S IN BRIEF

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<b>Company name</b>	Nybo Workwear A/S
<b>Address</b>	Industrivej 24-26 8800 Viborg DK-8800 Viborg Phone +45 8727 3000  E-mail: info@nybo.com
<b>CVR nr.:</b>	36 74 51 18
<b>Locations of operations</b>	Nybo Workwear A/S is headquartered in Viborg, Denmark. We have two production facilities in Latvia. The company is represented on all North European markets. Our customers consist of laundries and dealers of work wear. Nybo Workwear A/S offers a broad assortment of fashionable work wear for users within Health & Care, Gastronomy & Catering, and Light Industry.
<b>Number of employees 2018</b>	178
<b>Contact person</b>	Helle Nybo Holmberg +45 87273006 hnh@nybo.com



Helle Nybo Holmberg  
CEO, Nybo Workwear A/S

*Helle Nybo Holmberg*



KONGELIG HOFLEVERANDØR

**NYBO**

WORKWEAR SINCE 1962