



STATEMENT OF SUPPORT

POMPdeLUX ApS is a Danish fashion house founded in 2006 in Aarhus. In 2015, Marianne Hoffmann Dyrbøl became sole owner of the company.

Our vision is to be the preferred children's brand by selling everyday luxury for children inspired by the latest trends. Besides our high-quality demands, it has always been our goal to deliver a unique design embracing the child's personality. Therefore, we design and produce everything ourselves from the buttons to fabrics and prints. We have a vision to always deliver nice design, high quality products to low prices, as well as to ensure high level of customer satisfaction.

All products are designed in Denmark and produced by our agent's suppliers in Turkey, China, India, Pakistan, Bangladesh and Ukraine.

The concept is based on Business to Consumer. That is why we sell through our Shopping Advisors via Social Shopping events and in our online shop. To avoid garment wastage, we sell remaining stock in our own outlet stores.

At POMPdeLUX we do everything to act in a social responsible way, whether it concerns the environment, production conditions in the Far East or the conditions, which we have created at our office and warehouse in Denmark.

We want to ensure healthy work surroundings, satisfied customers, and happy employees and therefore, we are continuing to improve our performance when it comes to the company's social responsibility. We will continue with targets in the ten principles in UN Global Compact and will still have focus on our performance by measuring year by year. It will help us to being engaged and act responsible locally and globally.

Hinnerup 2020-16-06


Marianne Hoffmann Dyrbøl

CEO

POMPdeLUX ApS

POMPdeLUX

UN Global Compact Communication on Progress Report

POMPdeLUX ApS 2019



COMMUNICATION ON
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

POMP_{DE}LUX



The Nature Of Our Business

POMPdeLUX ApS is a Danish fashion house founded in 2006 in Aarhus. In 2015, Marianne Hoffmann Dyrbøl became sole owner of the company.

Our vision is to be the preferred children's brand by selling everyday luxury for children inspired by the latest trends. Besides our high-quality demands to ensure our garments can last for more generations, it has always been our goal to deliver a unique design embracing the child's personality. Therefore, we design and produce everything ourselves from the buttons to fabrics and prints. Every style comes with a story. We have a vision to always deliver nice design, high-quality products at affordable prices as well as to ensure a high level of customer satisfaction.

All products are designed in Denmark and produced by our agent's suppliers in Turkey, China, India, Bangladesh, and Ukraine. All following our code of conduct concerning human rights, anti-corruption, environment and chemical restriction.

To avoid extra cost on our salesprices, the concept is based on Business to Consumer. That is why we sell through our Consultants via Home Shopping events and in our online shop. To avoid garment wastage, we sell remaining stock in our own outlet stores.

At POMPdeLUX we put an effort into acting in a socially responsible way, whether it concerns the environment, production conditions in the Far East or the conditions, which we have created at our office and warehouse in Denmark.

We want to ensure healthy work surroundings, satisfied customers, and happy employees and therefore, we are continuing to improve our performance when it comes to the company's social responsibility. We will continue with targets in the ten principles in The UN Global Compact and will still have the focus on our performance by measuring year by year. It will help us to be engaged and act responsibly locally and globally.

ABOUT US

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Address: Omega 7, 8382 Hinnerup, Denmark
Sector: Textile
Employees: 69
Website www.pompdelux.com

COMPANY INFORMATION

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– Human Rights Principles –

PRINCIPLE 1

BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS.

PRINCIPLE 2

BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES.

PROMISES

POMPdeLUX takes its responsibility to respect human rights seriously. It is a core value for us to follow the international declared human rights and we ensure no discrimination against any person because of race, religion, gender, age or disability. We will promise to take the UN Guiding Principles into account and we are aware of our social responsibility towards our employees, local society and workers in our supply chain. We demand our suppliers to secure proper labor standards in the factories where our clothes are produced, and we endeavor to improve our social performance in a valid and trustworthy way. We keep on working on our responsible supplier program, Business Social Compliant Initiative and the progress we have achieved during the last nine years makes us very proud.

ACTIVITIES

Our CSR-policy is covering all human rights issues and we have a policy of diversity and equality. According to our policy, we have a zero tolerance against discrimination and we encourage every- one to inform their leader if discrimination is observed.

According to our policy, all employees and all suppliers to POMPdeLUX must always respect and protect the internationally proclaimed human rights and national legislation. We comply with all national laws relevant to human rights issues in Denmark, as we also respect two collective agreements and we follow the third one on a voluntary basis.

We strive to create a workplace where everyone is giving opportunities regardless of gender or nationality and endeavor to give men and women equal opportunities for promotion, career and good family life.

We are convinced that our company is successful also because we have a multicultural culture and welcome all nationalities.

POMPdeLUX APS joined the European Initiative BSCI (Business Social Compliance Initiative) in 2010 and through this concept, we are obliged to respect human rights and basic labor standards in our supply chain and to have the factories audited through third part auditors.



Through our membership in BSCI, we have implemented their policies and Code of Conduct in our supply chain. Additionally, via our agents, we help our suppliers with working tools and management manuals and make sure that all health and safety issues are understood. Twice a year we travel with the purpose of visiting our suppliers on a random basis. With the BSCI concept, we are also able to measure our progress year by year.

We mainly operate in long term relationships with a smaller group of core suppliers through agents, with whom we have cooperated for a longer time. We have influenced our core suppliers by upholding a constant pressure and demand for complying with the basic human rights principles. Every season our suppliers are committed to following our code of conduct by signing our supplier manual.

EFFECT FROM ACTIVITIES

- POMPdeLUX ApS comply with Danish labor legislation and thus we are confident that we have no violation of human rights.
- In 2019 88% of employees on management level or in a position of trust were women.
- In 2019 19% of all employees were bilingual
- In 2019 89% BV was produced on certificated factories with 14% with result A, 8% with B, 52% with C and 8% with D and 7% with SA8000.
- Furthermore 100% of our suppliers has signed and committed themselves to follow our code of conduct manual, concerning human rights, environment and chemical restrictions.
- In 2019 we continued to improve our supplier manual to ensure its uploaded according to the latest policies. We make this update two times a year.

– Labour Principles –

PRINCIPLE 3

BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

PRINCIPLE 4

BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

PRINCIPLE 5

BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

PRINCIPLE 6

BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

PROMISES

It is also a core value for us that our social responsibility encompasses activities in our supply chain and not only activities in our own country. Our CSR-policy is covering all international labor principles and we regulate our staff according to Danish legislation and the collective agreements in our area of business. We strive to create a safe and sound workplace for permanent workers as well as all our temporary workers, and we uphold the right to collective bargaining and the freedom of association.

ACTIVITIES

We have occupational health and safety policy and we have worked with our working environment for several years in our Occupational Health and Safety committee. According to Danish legislation standards, we assess any labor-related risks or accidents at POMPdLUX ApS professionally, and we have 4 meetings every year in the OHS committee. We condemn dangerous work, so all employees are introduced to basic Health & Safety topics upon recruitment.

We condemn unreasonable long working days and meet as a minimum the Danish minimum standard or the relevant collective agreement for salaries. For monthly paid workers flexible working hours is a possibility. We have health insurance covering all permanent employees, and everyone has a company paid pension. Everyone has 6

weeks of vacation and paid maternity- and sick leave, and payment for a child's first day of sickness.

We enjoy a healthy, daily lunch in our canteen at favorable prices and get free coffee and fruit. Two times a month our personal hairdresser and masseur are in-house and the employees have the possibility during the working day to use their services against own payment.

All permanent workers have a great possibility to buy clothes for their children at favorable prices.

In autumn of 2019 we increased our focus on exercise and health for our employees with several initiatives. We encouraged our employees to include a 10min walk & talk in their lunchbreak two days a week, arranged an exercise-day with hourly exercise breaks throughout the day and weekly company paid yoga-sessions after workhours. We also encouraged our employees to participate in a 'step counting' competition, which was a great success that prompted both exercise and team spirit. In addition, we have introduced two desk-bikes at the office, which makes it easier for our employees to stay physically active during the day.

Lastly, to make sure our employees use the most appropriate working postures, we had individual work place evaluations conducted by occupational therapists in autumn 2019.

We focus on good cooperation with the staff. We educate our staff in leading positions always to involve human understanding in all decisions. We focus on good cooperation and helpfulness among colleagues by valuing the ability to cooperate and work in teams. We show humanity towards our staff whenever they have an unfortunate private situation and we are confident that they will pay us back in their own way.

POMPdeLUX is committed to ensuring influence on human rights and working conditions in our supply chain and we endeavor to improve our social performance in the supply chain in a valid and trustworthy way.



WE STRIVE TO
CREATE A WORK-
PLACE WHERE
EVERYONE IS GIVEN
OPPORTUNITIES
REGARDLESS OF
GENDER OR
NATIONALITY



EFFECT FROM ACTIVITIES

The focus on exercise and health have had a positive effect on our employees, where many have continued the initiatives after the 'exercise-events'.

POMPdeLUX ApS comply with Danish labor legislation and thus we are confident that we have no violation of working environment laws, basic working rules or the right to freedom of association.

We have employees on special terms corresponding to one man/year.

During 2019 we engaged a new trainee in our economy department and continued our collaboration with our sales trainee – both to get the positive output of new knowledge but also to take to social responsibility to get young people into the labour market.

All our employees have a very attractive private health insurance and a company paid pension

In 2019, as in the previous years, POMPdeLUX received Elite qualification in our canteen – the best result possible.

– Environmental Principles –



PRINCIPLE 7

BUSINESS SHOULD SUPPORT
A PRECAUTIONARY
APPROACH TO
ENVIRONMENTAL
CHALLENGES

PRINCIPLE 8

BUSINESS SHOULD
UNDERTAKE INITIATIVES
TO PROMOTE GREATER
ENVIRONMENTAL
RESPONSIBILITY

PRINCIPLE 9

BUSINESS SHOULD
ENCOURAGE THE
DEVELOPMENT AND DIFFUSION
OF ENVIRONMENTALLY
FRIENDLY TECHNOLOGIES

PROMISES

We strive to reduce the impact, which we have worldwide from running our business.

Our effort on restricted chemicals has contributed to a general higher awareness of avoiding harmful chemicals in our clothes, zippers and buttons. We are committed to offer our customers as many products as possible with Oeko-Tex standard 100 label, the organic label, GOTS and other sustainable materials and production methods.

Furthermore, our chemical code of conduct follows Oeko-Tex 100 class 1 values, even though they are not labeled. Our suppliers are obligated to inform if any production deviate and in which area the deviation is found. We promise to do random chemical tests made by Bureau Veritas.

ACTIVITIES

We uncover our resources on essential and relevant areas and strive to reduce our consumption pr. employee.

Our position on transportation is clear and demands us to prevent from flying clothes to Denmark unless absolutely necessary. Good preparation is the key to the solution in that respect and we endeavor to influence our suppliers to have the same attitude. We will still have the focus on our transportation ways in 2019 and will prefer sea freight whenever possible.

We strive to have as much of our clothes labeled with the health label, Oeko-Tex 100 to create confidence for our consumers. We also support the organic clothing industry by using the GOTS label on as much organic cotton products as possible. We have an organic collection of underwear/nightwear produced according to the international global standard GOTS and in 2019 we have added more products labeled with GOTS.

In 2019 we also introduced styles in our collections produced in recycled polyester and Eco Vero viscose and continue to explore innovative materials and methods in the coming seasons.

Through our membership in BSCI we have implemented our policies, restricted chemicals program and the BSCI Code of Conduct in our supply chain. Additionally, we try to help our suppliers with working tools, management manual and make sure that all health and safety issues are understood.

We have 100% signed commitments to our restricted chemicals program from suppliers and all our core suppliers have obtained a higher awareness on environmental challenges in general. We perform chemical testing on a random basis.



WE STRIVE TO
REDUCE THE
WORLDWIDE
IMPACT, WHICH
WE HAVE
FROM RUNNING
OUR BUSINESS

EFFECT FROM ACTIVITIES

POMPdeLUX Aps comply with Danish environmental legislation and thus we are confident that we have no violation of environmental laws in Denmark.

In 2019 our measurements of water, heating, electricity and waste are the following:

(Pr. worker)	2018	2019
Water in m3	8,7	7,8
Waste in KG	425	357
Cardboard for recycling in KG	852	897
Heating in m3	401	490
Electricity in Kwh	3420	4347

	2018	2019
Transportation by ship/ air/truck/rail in %	63/16/8/13	71/9/16/4
% of BV with Oeko-Tex 100	36%	35%
% of BV is cotton according to GOTS	7,2%	14%
% of BV with both Oeko-tex 100 and GOTS	3%	6%

% Organic 2019 0,5%

% ECO-Vero 2019 0,71%

In the second part of 2018, we moved our warehouse and administration into a new location. This move continued to be beneficial for us in 2019. We have the benefits of a joined workplace, which has meant a closer collaboration between the administration and warehouse. We act and make decisions at a higher pace than earlier and have also seen cost advantage in our consumption which also counts the consumption of CO2 and hereby a deduction of our CO2 footprint.

2019 is the first full year in our new location and therefore we can't compare one to one with the heating and electricity consumption from 2018 to 2019.

It's very important that we don't have any leftovers and we never destroy any garments after end of season. Instead we distribute our stock to our outlet shops, we donate and the rest we sell to a broker.

In 2019 we saw a positive development in our transportation ways, with an increase of 8% of transportation by ship.

In 2019 we have 100% signed commitments to our restricted chemicals program from suppliers.

Overall in 2019 we succeeded to uphold our promise of increasing the production of products with Oeko-Tex 100 and GOTS certification. Adding to these were our items produced in recycled polyester and Eco Vero.

– Anti-Corruption –

PRINCIPLE 10
BUSINESS SHOULD
WORK AGAINST
CORRUPTION IN ALL
ITS FORMS, INCLUDING
EXTORTION AND BRIBERY

PROMISES

At POMPdeLUX corruption is not acceptable and we strongly distance ourselves from using bribery or corruption where ever we do business. We strive to influence our suppliers to uphold the same standards in their own range of influence as well.

ACTIVITIES

We have a clear and ambiguous anti-corruption policy. Our policy is covering bribery, corruption, gifts and other facility payments. We expect all employees to work actively to prevent all forms of corruption.

We have implemented our policy in our organization and we strive to influence our suppliers to uphold the same standards in their own range of influence as well.

During the year we usually receive presents from our business partners. We collect all the presents and at Christmas time we do a nice gathering for all employees where a lottery is arranged and the presents are allocated this way.

Through our membership of BSCI we have implemented our policies and Code of Conduct in our supply chain. We try to help our suppliers with working tools, a management manual and make sure that all terms are understood.

EFFECT FROM ACTIVITIES

Bribery and corruption is very rare in Denmark due to tradition and strict legislation. We are confident that POMPdeLUX ApS complies with Danish bribery and anti-corruption legislation and thus we have no violation of national laws in our headquarters in Denmark. We believe that our effort on anti-corruption and bribery have raised awareness among our staff. Until now we have never been involved in a legal dispute regarding corruption.

– Communication With Shareholders –



PROMISES

We intend to expand the knowledge of POMPdeLUX Aps as a responsible brand for children's wear.

ACTIVITIES

We teach our Consultants in our CSR-strategy and communicate directly with our customers through FaceBook, Instagram and newsletters, and we warmly welcome feedback from our many Consultants.

EFFECT OF ACTIVITIES

This Communication on Progress report 2019 is available at the Global Compact homepage and on our intranet.