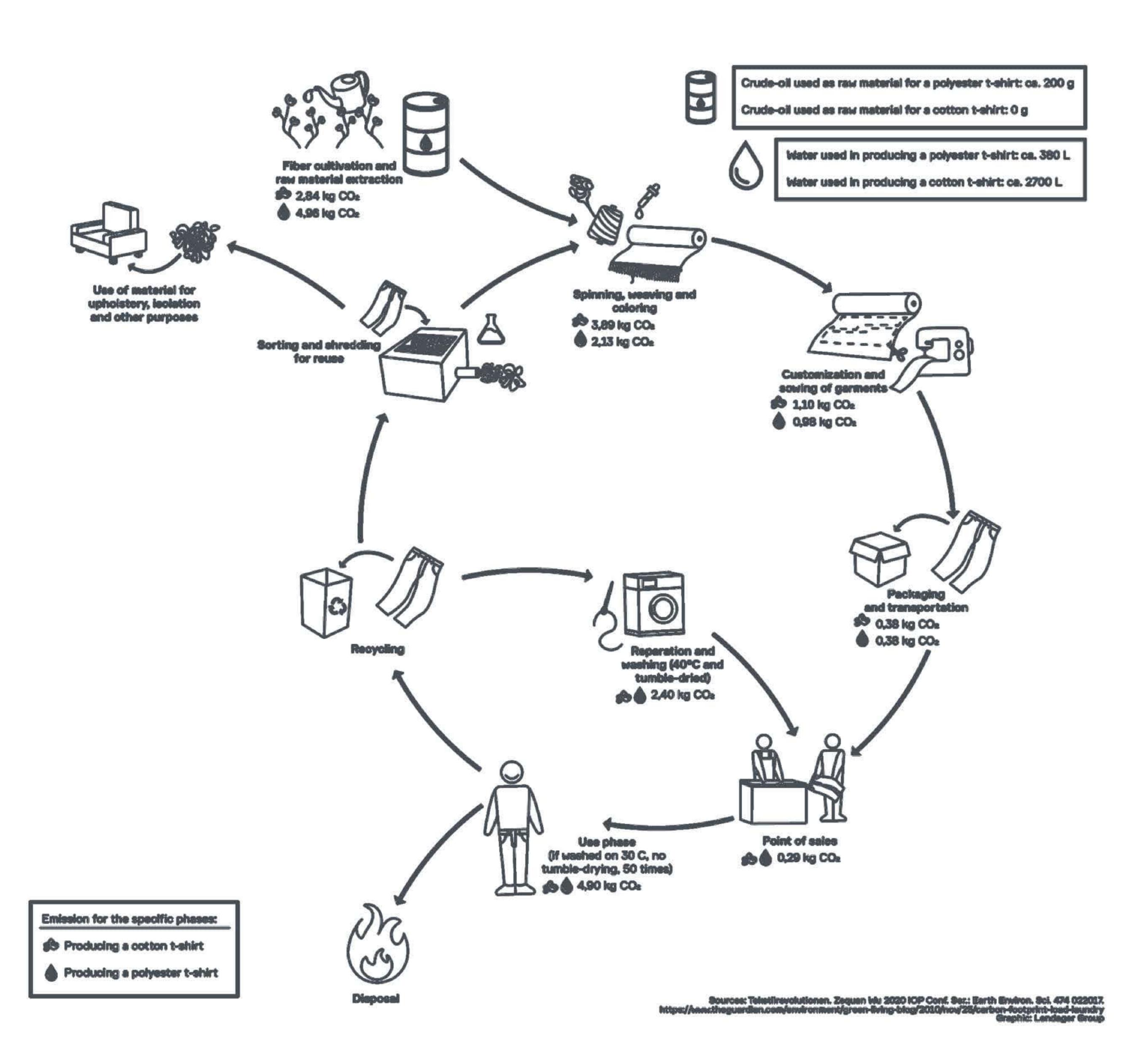


Communication on progress

Bacher WORK WEAR SINCE 1897

NEW-LIFE SOLUTIONS TO DISCARDED WORKWEAR

Bacher Work Wear A/S are currently working on building an infrastructure to ensure a responsible end-of-life solution to our customers. We offer to help with the installation of containers for collecting the discarded workwear, together with our know-how on how to secure the best possible fractionation.



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ABOUT BACHER WORK WEAR A/S

Bacher Work Wear A/S supplies corporate clothing and workwear and has done so since 1897. The company is headquartered in Denmark with offices and facilities located in Copenhagen and Odense.

In addition to our Webshop, we also have physical stores located in the Amager and Kastrup district of Copenhagen - Close to Copenhagen International Airport. Our many years of experience and know-how in production of clothing is an asset for our Danish and international target groups - large industries and retailers. Bacher Work Wear A/S offers complete solutions directly to our target groups, as well as warehouse and logistics handling in addition to tailor made web solutions.

OUR CODE OF CONDUCT

Our Code of Conduct describes our minimum standards for responsible and ethical business conduct to ensure a more sustainable and fair business with all parties who are involved in Bacher Work Wear Group's activities. The code has been written in accordance with the principles of the UN Global Compact which are based on the international declarations and conventions on human rights, labour rights, environmental protection, and anti-corruption.

We seek to promote a culture of integrity and respect for the law and principles internally within the company and among our external stakeholders. We expect our employees to be familiar with the principles and ensure compliance across all our activities. Our suppliers are required to sign our Supplier Code of Conduct and ensure that all policies and standards are adhered to within their operations.



STATEMENT OF CONTINUED SUPPORT

I am pleased to announce that Bacher Work Wear A/S continuous its firm commitment to the UN Global Compact and its Ten Principles. The principles are a key element of our business strategies and Code of Conduct with respect to human rights, labour rights, the environment and anti-corruption.

In an ever-changing global business environment, we continuously need to redefine and adjust our strategies on how to address our social and environmental responsibility while maintaining a profitable business. Our ambition is to become the preferred supplier of workwear for the conscious consumer and raise the bar on responsible business conduct.

In 2020, we got one step closer towards this goal as we initiated what we consider a total remodeling of our sustainability efforts. For the first time, we had specific resources allocated to an employee working on the subject. This allowed us to carefully reassess and select the UN Sustainable Development Goals (SDGs) where we see the strongest potential for our company to contribute.

Our Sustainability Manager, Andreas Schjølin, attended the UN Global Compact Young SDG Innovators Program, which has been a great source of inspiration to define our challenges and develop more sustainable business models. In addition, we were finally able to initiate a few of the projects that have been in the pipeline for several years, such as our recycling project to manage textile waste, and the launch of our new section of our Workwear Webshop – which enables our B2B customers to make better informed and more eco-friendly choices.

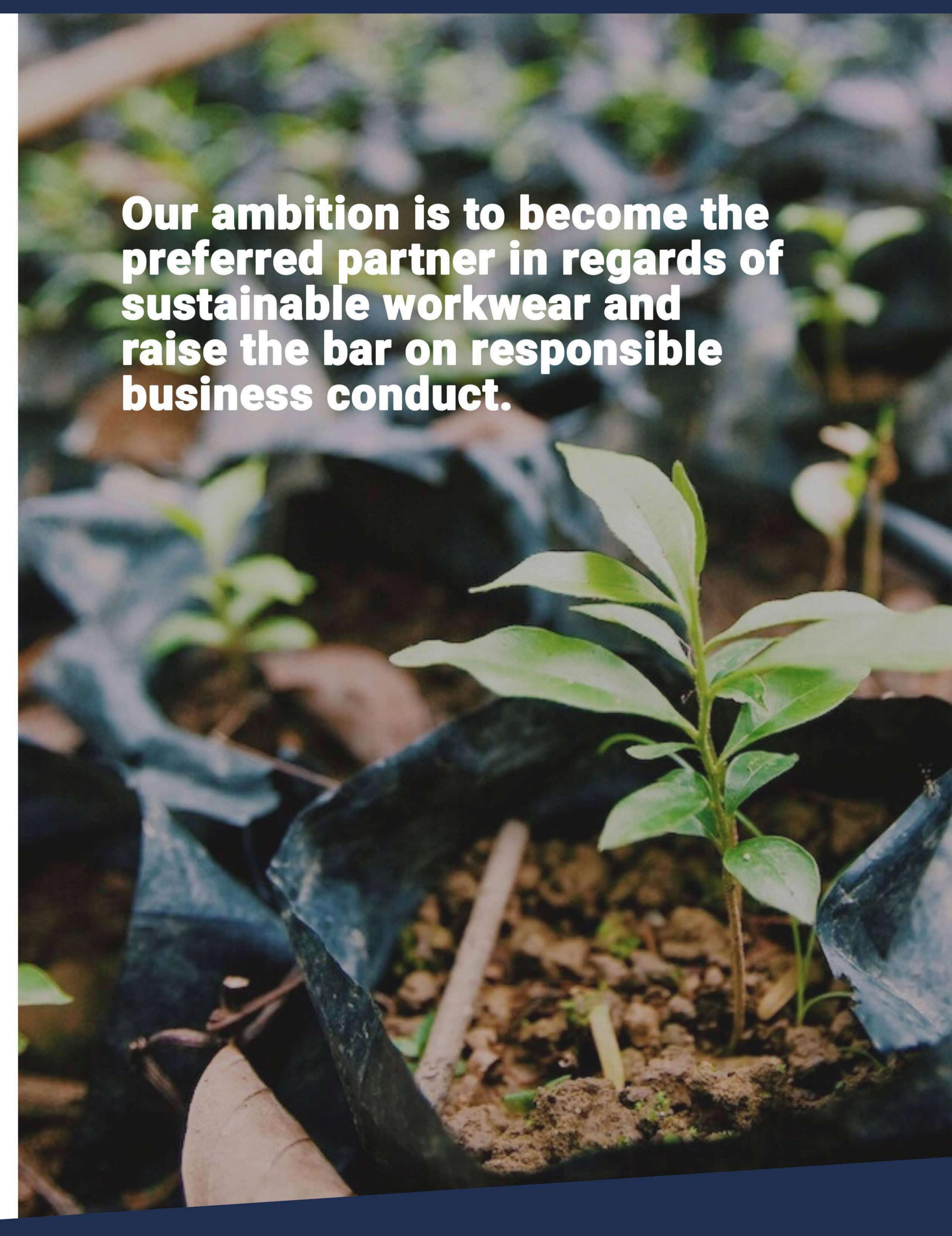
As for most other companies, the year 2020 has been a very turbulent and challenging year. Since the onset of the Corona crisis, our top priority has been the safety and well-being of our employees, customers, partners, and the community around us. As soon as the government locked down large parts of our country, we took measures to secure that we had as many employees as possible working from home, and that we could ensure the appropriate distance for those who continued working at our different locations.

We believe that the situation we are in will change how we work and do business in the future and we are gearing the company to these changes. We have permanent disinfection gels and face masks available for all employees and visitors, and we have extended our product line to accommodate our customers with necessary equipment to ensure a high level of sanitation and hygiene in their work environment.

Finally, we have learned that our flexible work structure, letting employees work from home, has been very successful. We are proud that our employees have maintained their commitment and high standard in relation to the tasks given and the very different framework this situation has caused!

Yours Sincerely,

Peter Vallentin
Group CEO and Owner, Bacher Work Wear A/S





SUPPORTING THE UN SUSTAINABLE DEVELOPMENT GOALS

Integrity and transparency are essential components for creating a more sustainable and responsible business. Responsibility must be rooted in our mindset and in the way we act as individuals - and as a company.



This is a learning process where we need to engage our stakeholders and prioritize our efforts on areas where we can create the greatest positive impact on society, the planet, and our business.

In 2015, 193 nations adopted the 17 Sustainable Development Goals (SDGs) defined by the United Nations. The goals set out a global Sustainable Development Agenda for 2030, aiming to eradicate poverty, fight inequality and injustice and protect the environment.

The agenda calls for governments, the private sector, organizations, and civil society to take collective action by adopting more sustainable practices and business models that support the SDGs. We see the SDGs as an important framework that helps us to define and pursue our sustainable ambitions as part of a coordinated global effort.

While we consider all 17 Sustainable Development Goals as equally important and interconnected, we have selected four goals closely linked to our business, and where we believe we can make the greatest impact. These goals cover the social, environmental, and economic dimension of sustainable development and will be important elements in driving our management processes and business conduct for the future.

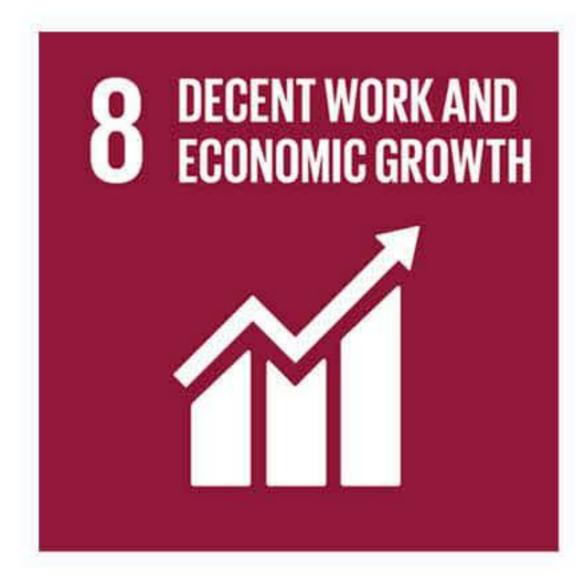
WE WILL FOCUS ON THE FOLLOWING SDGs:

SDG 3 Good Health and Well-Being



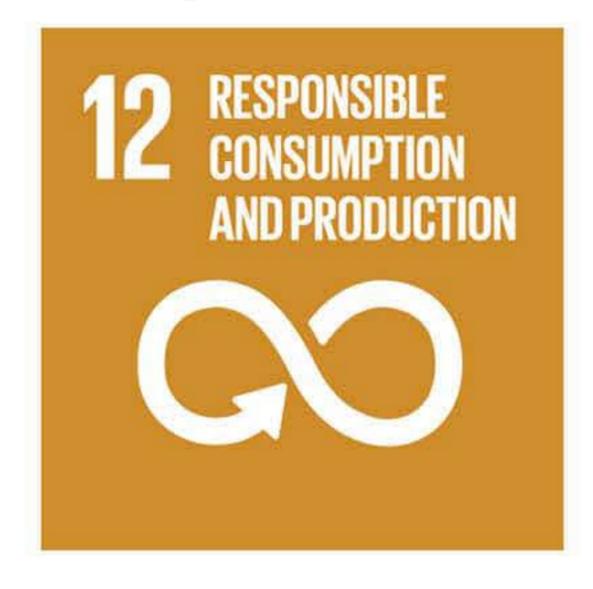
Ensure healthy lives and promote well-being for all at all ages

SDG 8
Decent work and economic growth



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

SDG 12 Responsible Consumption and Production



Ensure sustainable consumption and production patterns

SDG 17
Partnerships for the goals



Strengthen the means of implementation and revitalize the global partnership for sustainable development

PARTNERSHIPS FOR SUSTAINABILITY

We believe that the key to tackling the complex sustainability challenges of today and in the future lies in strategic partnerships and collaboration with like-minded actors who share our values and vision. By working together with other companies, organizations and professionals across multiple sectors and disciplines, we can draw on each other's knowledge, competencies, and resources to find innovative solutions that contribute to the achievement of the UN SDGs.

Since 2013, Bacher Work Wear A/S has been a proud member of the UN Global Compact. In 2020, we completed the UN Global Compact's Young SDG Innovators Programme, which we saw as a unique opportunity to interact with other companies and professionals within a framework that forced us to consider our challenges from different perspectives. The project helped us to become more specific about the tasks ahead of us and how to develop innovative solutions to address them.

In 2020, we joined the Green Circular Transition Programme (Grøn Cirkulær Omstilling), which is an EU-funded Danish project with the purpose of developing and implementing greener business models and make circularity part of our core business. In this project, we are partnering with Lendager TCW, which is a Danish company specializing in sustainable architecture and consultancy, and Danish Design Center, to work on lowering our environmental footprint - particularly through recycling. Our participation in this project has been a great success, and we look forward to creating more partnerships and networks for sustainability in the future that will continue educating and inspiring our business.

Supply chain cooperation

As a retailer of workwear, the supply chain is where most of the impacts from our activities occur. It is a requirement for all suppliers and other relevant business partners to sign our Supplier Code of Conduct and independently implement and comply with these fundamental principles as minimum standards for ethical and responsible business conduct.

Our supply chain is long and complex, involving a multiplicity of countries and actors, and this ultimately challenges our ability to ensure compliance. We are continuously working on improving our efforts on due diligence to identify, mitigate and prevent the risk of contributing to negative impacts on humans and the environment through supply chain activities. This is an ongoing process which requires resources and capacities. Currently, our focus is concentrated on the way we recruit and onboard new suppliers. We aim to choose our business partners with care and consideration to their core values, degree of transparency, and efforts on human and labour rights, working conditions, environmental responsibility, and anti-corruption. We strive to build close and long-term partnerships based on open dialogue and mutual trust. Through our Code of Conduct we expect our suppliers to notify us if they detect any incident within the supply chain that could violate our policies.

In addition to responsible sourcing, collaboration with our customers is essential to ensuring a responsible end-of-life management of the products we sell. We intensified this effort in 2020, as we partnered with some of our largest customers with the aim of developing end-of-life solutions to manage discarded workwear in a more environmentally friendly way. These partnerships address our common waste concerns and support the achievement of shared environmental objectives.



HUMAN AND LABOUR RIGHTS

All the people and local communities who are affected by our business activities should be treated with dignity and respect. Adhering to the international conventions and standards on human rights and fair working conditions is indispensable for the success of our company. At Bacher Work Wear A/S we are committed to ensure that our business is not complicit in violations of these fundamental rights throughout our operations. In line with our Code of Conduct and the UN Global Compact, we respect the freedom of association and the right to bargaining, and we reject the use of slavery, as well as forced, compulsory and child labor within our supply

Diversity, equity, and inclusion

In 2020, we have updated our Code of Conduct to include commitments to ensure diversity, equity, and inclusion. We work against discrimination and harassment in all occupation-related aspects and aim to ensure that our employees feel appreciated and treated with dignity and respect. We believe that the key to our level of service is accomplished when we can produce a positive and inclusive atmosphere in our offices and facilities – not only for our employees but also for our customers.

Our recruitment process is designed to provide equal opportunity for all applicants. We focus solely on qualifications and competencies, and never distinguish between age, gender, disability, skin color, race, ethnicity, religion, sexual orientation, family situation or political views when selecting, recruiting, promoting, or remunerating employees. Diversity within the workplace fosters a rich and open-minded culture which produces the best results for our business and for society. Over the years, we have achieved a broad composition of women and men from a wide range of ages and backgrounds in our staff. By bringing together employees with different experiences and competencies, we feel an improvement in the sharing of experience, and a more positive corporate culture.

Creating a safe work environment

Our employees are our most valuable asset and the cornerstone of our success. Protecting their well-being by providing a safe and healthy work environment is therefore a top priority to us. It is our responsibility to guarantee that our employees work under safe and responsible conditions. We have safety systems and measures in place for preventing accidents, injuries and health problems related to the physical and mental well-being of our employees and customers. Safety measures within our facilities are particularly relevant for our warehouses, where heavy objects are stored, and with regards to the handling and maintenance of machinery and equipment. We are pleased to inform that we have not observed or received any reports concerning human rights violations, injuries, or accidents on our facilities or within our organization during the reported period.



HUMAN AND LABOUR RIGHTS

Responding to COVID-19

The acute outbreak of the COVID-19 pandemic has brought unprecedented times and challenges to people, companies, and societies across the globe. At Bacher Work Wear A/S we are taking this evolving situation very seriously and follow the latest recommendations from the National Health Authorities and the World Health Organization to ensure the safety and well-being of our employees, customers, and business partners. We have created specific COVID-19 guidelines that our employees are required to follow, and we implement all recommended procedures and precautions regarding physical distancing, sanitary measures, online meetings, regular testing, and work from home during lockdowns, or whenever self-isolation is needed, to prevent the spread of COVID-19 to our community.

We are very pleased to see how these changes in our workplace have been handled successfully by our staff. In times of uncertainty and disruption in our lives and working routines, the mental health of our employees requires extra protection and support from our management. As our company navigates the uncharted territory of the pandemic, we are still learning and adapting our response to cope with the situation in terms of ensuring employee well-being - also when working remotely. During the second quarter of 2021, we are planning to conduct a survey which measures the well-being of our employees in the light of the COVID-19 situation. The survey will include feedback from employees regarding our safety measures and how they experience our management's response to the pandemic. This allows us to measure and improve our efforts to ensure the safest and healthiest working conditions for our staff in the future.

Human and labour rights in our supply chain

At Bacher Work Wear A/S we want to ensure that none of our clothing are produced or handled under conditions that violate internationally proclaimed human rights or labour rights. We expect that our suppliers are equally committed to ensure a fair treatment of employees, workers, and the local communities where they operate. We are aware that the textile industry faces significant challenges when it comes to human rights violations and poor working conditions on production sites. Most textile and clothing are produced in developing countries where serious violations of human and labour rights frequently occur. National laws in these countries are often either insufficient or unenforced when it comes to securing fair and safe working conditions.

One of the major obstacles we face in addressing this problem is that we cannot have full control over how work is carried out by subcontractors within our supply chain. We therefore aim to choose our suppliers based on their degree of transparency and commitment to ensure that our values and standards are upheld. We are proud to work with suppliers who are highly committed to providing healthy and safe working conditions for garment workers. An example is Mascot, who delivers workwear produced on their own production sites in Vietnam and Laos. Besides having earned the prestigious SA8000 certification, which is the most widely recognized international standard for social responsibility at the workplace, the company has won several distinguished prizes over the years for their high social working standards at their factories.

We recognize the new and vulnerable situation that the COVID-19 pandemic creates for workers, manufacturers, and suppliers in the global garment industry. Large production and housing facilities for workers are at increased risk for infectious disease transmission, which must be avoided. This may require lockdowns of production sites, and we know that this increases the risk of unpaid salaries, layoffs and forced labour. We expect our suppliers and subcontractors to implement the necessary protection measures, while respecting workers' rights. Beyond the health crisis, the COVID-19 brings about a humanitarian crisis with a host of severe social and economic consequences at a global scale, including issues related to unemployment, poverty, and inequalities. This situation poses new risks and challenges to our sustainability efforts across the entire supply chain, which we need to consider in our future strategies.

Progress in 2019/2020

We updated our Code of Conduct to ensure a stronger focus on diversity, equity, and inclusion in the workplace. This included a revisit of our anti-harassment and anti-discrimination policies.

We adapted our business practices to the COVID-19 pandemic with safety measures and internal guidelines implemented to prevent the spread of COVID-19 to our community.

We created a survey to measure the general well-being of our employees and gather specific feedback on our management's response to the COVID-19 situation to identify best practices.

Ambitions

We want to continuously provide the most optimal working conditions to ensure the physical and mental safety, health, and well-being of our employees.

We aim to improve our efforts on due diligence to identify, mitigate and prevent the risk of contributing to human and labour rights violations and environmental damage through our supply chain.

SDG targets

Target 3: Ensure healthy lives and promote well-being for all at all ages.

Target 8.8: Protect labor rights and promote safe and secure working environments of all workers.







Bacher Work Wear A/S strive to integrate environmental responsibility into all our activities. The textile industry is one of the most polluting industries in the world and we need to take urgent action to reverse the impact. We have conducted a materiality assessment which demonstrated that the most important challenge we face is our environmental footprint. On this background, we have concluded that Sustainable Development Goal 12 on Responsible Consumption and Production is one of the SDGs where we will have the most significant impact as a retailer of workwear.

Reducing the negative impacts of our daily operations

Every product handled by our logistic center has an impact on the environment during its life cycle – from the extraction of raw materials to the product's final disposal. Bacher Work Wear A/S continuously strive to make the best possible adjustment of our procurement policy and practices to avoid unnecessary production and reduce waste generation. Our online B2B webshop has been designed to accommodate our users the best way possible and deliver easy to understand guides to fitting and ordering, so that we have as few returns as possible. When we establish a new partnership with our customers, the reduction of returns is always an important topic we discuss. Additionally, we optimized our ordering system in 2018/2019, allowing a more accurate order placement.

With our production and customers placed in many different parts of the world, we further face the challenge of securing a more sustainable transportation and packaging throughout our value chain. Emissions from transport contributes to air pollution and climate changes so we know that it is important that we have solid agreements in place.

We strive to influence our customers to choose more environmentally friendly solutions, for example, by negotiating weekly shipments instead of daily, and ensuring that we can pack and distribute to several users at the same time. This way we increase the size of our deliveries which reduces overall emissions, while it also saves costs for both Bacher Work Wear A/S and our customers. Besides choosing suppliers who use environmentally friendly packaging and transportation systems, we believe that we can become much better ourselves by working smarter and more efficiently. During the next few years, we are phasing out all the gasoline-powered vehicles used by our sellers and replacing them with hybrid or electric cars to reduce our CO2 emissions.

We also look into using more sustainable packaging for our products and shipments. The boxes that we use to pack our products are made of FSC certified cardboard which means that the packaging has been sourced from responsibly managed forests. We are constantly looking for ways to update and optimize our materials, technologies, and internal procedures to reduce the negative impacts from our distribution and daily operations.



Supporting and promoting more eco-friendly choices

Bacher Work Wear A/S want to actively encourage and empower consumers to engage in more environmentally responsible consumption. We are currently experiencing a growing demand for access to information and availability of workwear that is produced under social and environmentally responsible conditions and materials, especially from our B2B segment.

By making these products more available, we want to help our customers to make better informed and more responsible choices. In 2020, we started to build and expand our portfolio of more eco-friendly products. We launched a new webshop fully dedicated to address the need for more sustainability, where all the products have been made available to our B2B customers, together with relevant information on certifications, recycled material, etc. The products have been carefully chosen in collaboration with our suppliers.

Our product range includes corporate clothing, sportswear, workwear, and shoes fabricated from recycled materials, certified organic cotton, as well as materials made with environmentally friendly dying techniques. Most of the products are OEKO-TEX® certified and produced without the use of harmful pesticides and chemicals. Among other products, we offer the 'Safety Light' series from Engel Workwear. This collection is fabricated with REPREVE®-polyester made from recycled materials, including plastic bottles, that might otherwise end up in landfills as waste.

Our assortment also includes Spun-Dyed clothing from New Wave, where the textile is dyed with a technology which consumes less water, energy, and chemicals than the conventional dyeing process. Finally, we offer recycled and EPD® certified workwear from Fristads Green collection. The EPD® certification enables customers to access relevant and verified information about the life-cycle environmental impact of each product. We also try to actively promote our more eco-friendly choices by working with our current customers in arranging the clothing to special events. As an example, we have provided several thousand t-shirts to one of our customers for the DHL Relay Race which is the world's biggest fitness run. All t-shirts are produced with certified organic wool and delivered to our customer in FSC-certified packaging.

Defining what makes a product a more "responsible" choice is a complex task. From an environmental perspective, the best approach to textiles is that we offer high quality clothing that lasts as long time as possible, so that we post-pone new production. We therefore need to treat durability as a good choice for the environment, which should not be compromised by, for example, the use of recycled materials.

Our new Webshop represents the first step towards offering a more environmentally responsible assortment of work-wear without compromising on durability, quality, safety, and comfort. We believe that complexity can be a barrier to a more sustainable consumption, so this shop is an initiative to make the better choices easier and more transparent. Our ambition is to become the preferred retailer in regards of more eco-conscious workwear and hopefully motivate our suppliers and customers to produce and purchase more sustainable products in the future.

Progress in 2019/2020

We launched our new Webshop dedicated to our most eco-friendly products. This enables our B2B customers to make better informed and more sustainable choices.

Ambitions

We want to build customer awareness on the most environmentally responsible products available and actively promote responsible consumption.

Increase our share and sales of eco-friendly products and become the preferred retailer of ecoconscious workwear.

Encourage suppliers and producers to deliver more eco-friendly products while reducing the demand for natural resources and the use of harmful chemicals in textile production.

Encourage suppliers and producers to provide more information on the sourcing, components, and environmental footprints of their products.

SDG targets

Target 12: Ensure sustainable consumption and production patterns.

Target 12.6: Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle.







Closing the textile loop

In 2020, we intensified our work with the challenge of recycling textiles as a mean to improve our waste management and move toward a circular economy. On a global scale we know that an increasing amount of discarded textile - more than 90% - is either incinerated or end up in landfills. This is a growing concern due to its harmful impact on the environment and local communities. In addition, valuable resources held within the waste are lost. Bacher Work Wear A/S strive to avoid waste incineration and landfill disposal as much as possible, and we want to help the industry to find ways to close the loop and upcycle and recycle much more than what is done today.

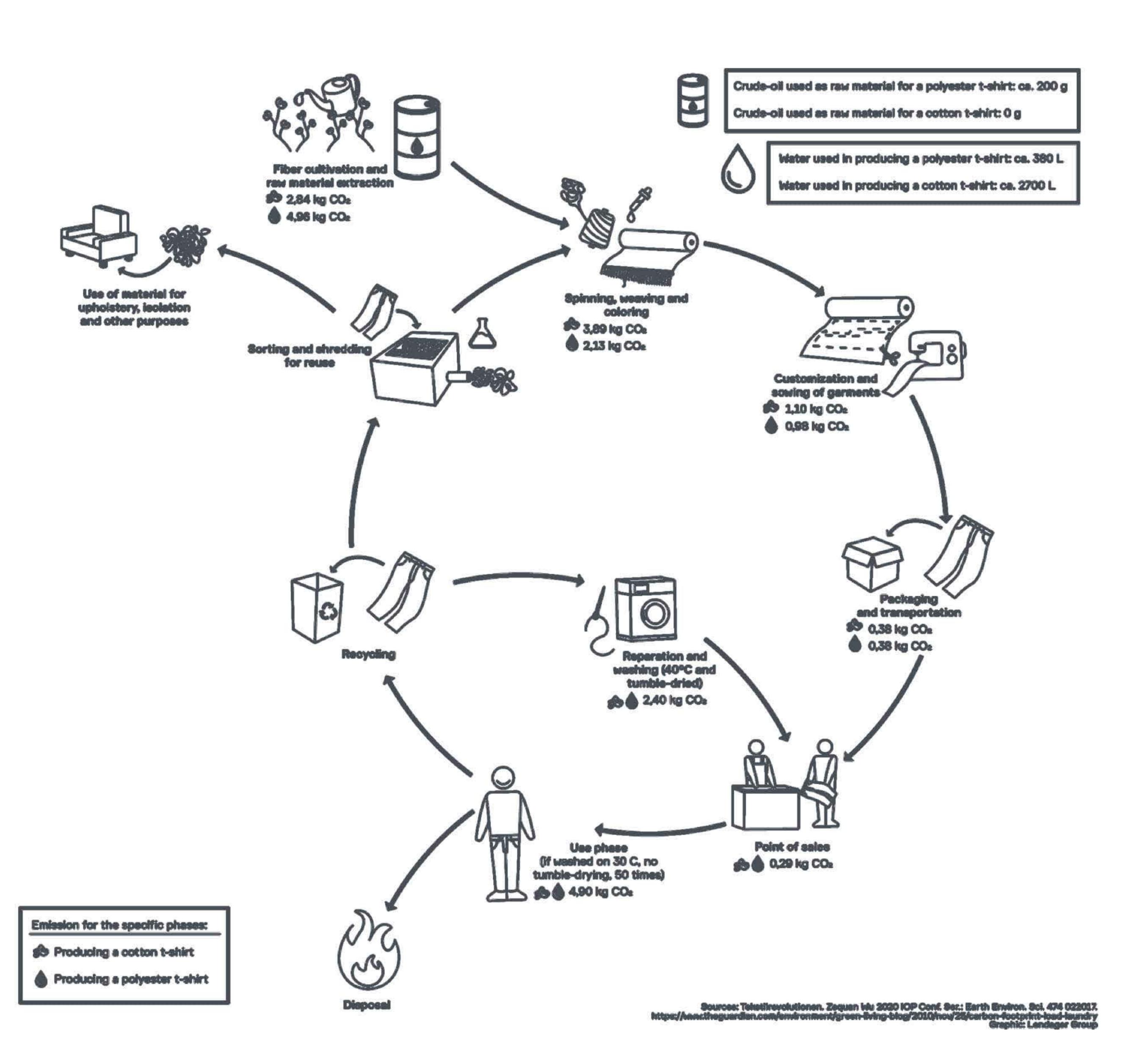
According to the new European Waste Directive, EU member states are required to collect all textile waste separately by 2025. In Denmark, households are required to sort textile waste separately by 2022. How to treat the thousands of collected tons of textiles and avoid incineration remains a challenge. The market for reused and recycled textiles is underdeveloped and there is lack of efficient recycling technologies, which are often not commercially available. We consider it our responsibility to contribute with initiatives and solutions that ensure a sustainable management of the accumulating textile waste.

New-life solutions to discarded workwear

Bacher Work Wear A/S are currently working on building an infrastructure to ensure a responsible end-of-life solution to our customers. We offer to help with the installation of containers for collecting the discarded workwear, together with our know-how on how to secure the best possible fractionation. We ask our customers to return the textiles in a washed and clean condition, so that the fractions are ready to enter the recycling processes. Once the discarded workwear is returned to our warehouses, it will be divided into four categories:

- **1.** Almost new reuse is the most circular solution, as it ensures the longest lifespan of the clothes and requires minimal input. Eventual company logos will be removed, and it will be evaluated whether it is possible to resell the clothes or donate it to charity.
- **2.** Clean textile fractions fibres from non-wearable textiles will be converted into new thread through either a chemical or mechanical recycling process. This way, the raw materials and energy that went into the textiles is recovered. It implies that pure textile fractions are shipped to our business partners, who ensure that the textile it is transformed into new thread to be used as input in the production of new clothing. By reusing the virgin material, we can avoid that part of the production process where most CO2 is emitted within the manufacturing of workwear.
- **3.** The clothing that cannot be converted into new thread, will be mechanically shredded and used in other types of products, such as isolation material, acoustic panels, furniture, and pillow stuffing. This process is also known as downcycling. The remaining clothes will be donated to our business partners who do research in the newest recycling technologies. This way, we contribute to the ongoing innovation and development of recycling methods for textiles.

4. It is impossible to recycle 100% of all textiles, and there will always be an amount which ends up in the district heating system through incineration. This should be the last resort, and we will do our best to make sure that as small an amount as possible ends up in this category. Today, more than 90% of all used workwear ends up here, which shows that there is plenty of room for improvement.





Closing the textile loop

The more we can extend the lifetime of the clothing that is returned to our warehouses the better. But reusing workwear can only take place to a limited extent, since it often includes company logos that need to be removed manually before being donated to charity or resold. We are working together with local businesses who repair, redesign and upcycle a quantity of our discarded textiles, but due to a limited production capacity this option can only be applied on a smaller scale. At this stage, reusing workwear is therefore not a very feasible solution to our company with the large amounts of discarded textiles that we need to handle every year.

A more viable option is to recycle the textiles through chemical or mechanical recycling processes, whereby fibres from disposed garments are reprocessed into new material and used as input for production of new clothing and shoes, isolation material for buildings, stuffing for furniture and pillows, etc. This type of recycling saves energy, emits less CO2, and preserves the planet's resources by lowering the demand for new raw materials. There are several challenges related to the recycling of workwear. One is the difficulty of separating blended fibers, which are often used for workwear due to quality, safety, and durability requirements. Another obstacle is the parts, such as zippers and buttons, which often need to be removed manually before entering the recycling process.

To overcome these barriers, it requires solutions based on SDG 17 - Partnerships. In 2020, we have established contact with several local projects and customers to discuss different recycling projects in hope of creating innovative partnerships for sustainability. Through our participation in the EU-funded Green Circular Transition Programme (Grøn Cirkulær Omstilling), we are working together with Lendager TCW to create circular business models and strategies to improve our waste management through recycling. Furthermore, we have recently teamed up with one of our largest customers, the City of Copenhagen, to find recycling solutions to manage textile waste in collaboration with other key partners.

We want to support research and the ongoing development of new recycling technologies. Particularly, we want to support projects undertaken by smaller local startups, where we see a large untapped potential. In 2020, we have provided part of our discarded textiles for lab trials used by the Danish startup Textile Change. The company is working on discovering innovative technologies for separating blended textile fibres through a chemical process and converting the fibres into new thread to produce new clothing.

Since much workwear consists of complex material, such as protective and flame-resistant garments, we are particularly interested in supporting research on the specific challenge of recycling blended and chemically treated fabrics. We are very excited about working on these recycling projects and we are looking forward to seeing the results of our efforts and communicate our progress. We believe that the future is, and should be, more circular and that we all need to work to adjust our understanding of how we should consume and use - both in everyday- and work life.

Progress in 2019/2020

We initiated our recycling project to recycle discarded textiles in collaboration with our partners and customers. Among other partnerships, we joined the Green Circular Transition Programme (Grøn Cirkulær Omstilling) and Cirkulær Innovation i Partnerskaber (CIP).

We also teamed up with the City of Copenhagen to find recycling solutions to our common textile waste problem and textile trials from discarded workwear were delivered to the Danish startup Textile Change to support research and the development of recycling technologies.

Ambitions

We want to manage our textile waste in the most sustainable way by avoiding incineration and landfill disposal, and this way reduce our environmental footprint.

We need to reduce the demand for new raw materials and protect the earth's resources by preserving and recycling the resources held within discarded textiles.

SDG targets

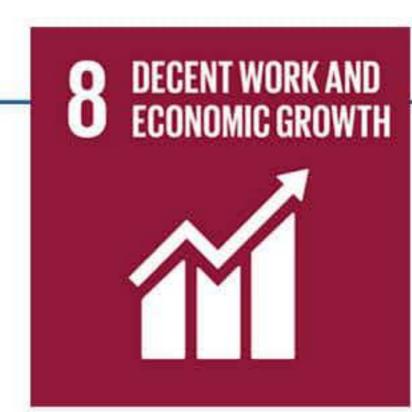
Targets 8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation.

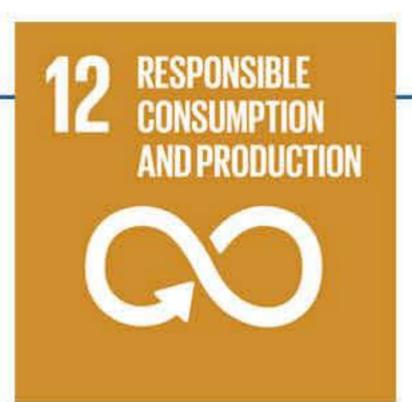
Target 12.2: By 2030, achieve the sustainable management and efficient use of natural resources.

Target 12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil to minimize their adverse impacts on human health and the environment.

Target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

Target 17: Global partnership for sustainable development









ZERO TOLERANCE AGAINST CORRUPTION

As outlined in our Code of Conduct we have a policy of zero tolerance for all forms of corruption and fraud, including bribery. Corruption represents a serious threat to both business and society as it undermines economic and inclusive development, the enforcement of the rule of law, and the general functioning of states. Bacher Work Wear A/S will not accept any type of corruption related to our business.

We expect all our employees, suppliers, and business partners to act with integrity and comply with all local and international anti-corruption laws and principles when doing business.

We are aware that many of our suppliers and partners operate in high-risk countries where widespread corruption is deeply embedded on all levels of society involving both public and private actors.

Corruption comes in many forms and definitions which vary depending on the social and cultural context in which it unfolds. To ensure that our anti-corruption policy is properly understood and complied with throughout our global supply chain, we believe in building and maintaining a close and long-term relationship with our business partners by dealing with them directly, rather than through intermediaries. We strive to select our suppliers with consideration to their efforts on the anti-corruption and transparency agenda, and we focus on maintaining an open and transparent dialogue based on mutual trust and understanding.

We are pleased to inform that during the past year, we have not registered or been made aware of any incidents of corruption from our employees or business partners. If we should become aware of this, we are committed to act immediately to take the necessary measures. If violations are too wide-ranging, we have the right to terminate any kind of cooperation with the involved parties.

