

CSR 2020

C O R P O R A T E
S O C I A L
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 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 sustainability 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.

- People
- Purchase
- Product
- Process

SUSTAINABLE DEVELOPMENT GOALS

In 2019 we have chosen the following Sustainable Development Goals which we will focus on the coming years

- 4 – Quality education
- 5 – Gender equality
- 12 – Responsible consumption and production
- 17 – Partnerships for the goals

COVID 19

Year 2020 has been a very special and challenge year. Start May 2020 we were contacted by the CEO from the Danish Textile Organization in DK where we were asked if we could produce about 2 mio. disposable gowns for the Danish Government for a rescue stock. It was a demand that it was a Danish mother company with production in EU. The use of these gowns did increase dramatically for use at the hospitals, nursing homes and test centers. We managed to establish the production in Latvia in a very short time and had the first delivery 8 weeks after. It was a demand that it was a Danish mother company with production in EU.

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The contract runs over 1 year until June 2021, and we are very proud that we were asked about this project, and that we could adjust the production and we saw this to be our responsibility to be a part of duty of society.

ABOUT OUR CSR REPORT

The purpose of our CSR reporting is to provide a comprehensive picture to our stakeholders on our CSR performance in 2020. 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.

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

We hope you will enjoy reading it!



Helle Nybo Holmberg
CEO, Nybo Workwear A/S

Helle Nybo Holmberg



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



At Nybo Workwear, we work to ensure that our employees in Denmark and at our global partners, can be trained. We encourage – and honor – that all our suppliers and subcontractors, both socially and financially, support professional education as well as writing and language teaching.

In our domicile, in Viborg, we have students in training, so that future generations get the best conditions and opportunities for a good and adequate education. Our goal is to have 2-3 students at Nybo Workwear.

Nybo Workwear in Denmark also has a long tradition of having job trainees with physical and / or mental challenges, which means that they have not been in the labor market for a long time. During the internship at Nybo Workwear, the interns are supported and evaluated to have positive approach to life and

a new beginning in the labor market.

In Asia, our suppliers offer education to underprivileged children in the vicinity can raise the standard of living in the long run.



At Nybo Workwear, we require our suppliers to live up to either the SA8000, the Amfori BSCI or similar standard. One of the reasons is that we want to fight discrimination based on gender.

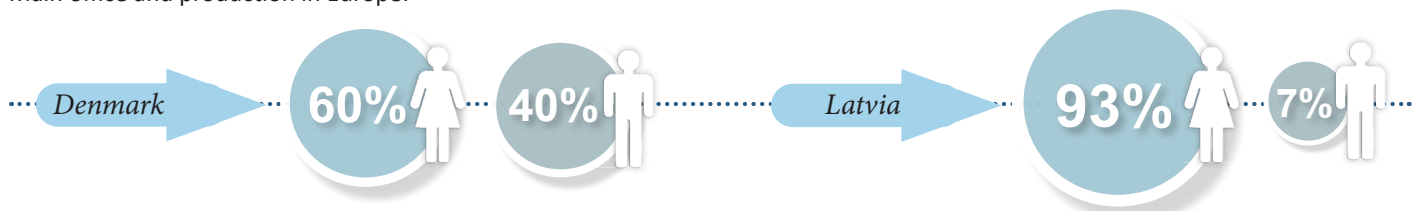
We place emphasis on choosing partners who employ women on an equal footing with men. This applies not only in production subjects but also vertically in the partners' organizations.

We fight against the exploitation of women by ensuring that our suppliers and subcontractors take in women as seamstresses and ensure that they receive an education and can work towards financial independence, increased independence, and self-esteem, and thus a higher standard of living and quality of life.

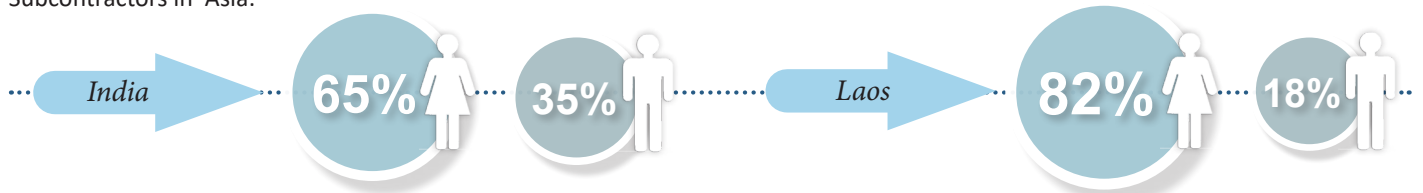
Our suppliers in Asia work actively for gender quality by having approx. 50% of women employed in their company and have nurses employed. The suppliers are a driving force in the establishment of more schools, as well as creating safe housing conditions for young women in education.

GENDER *distribution*

Main office and production in Europe:



Subcontractors in Asia:





Nybo Workwear is successfully working to reduce energy and water consumption by 3% per year and has already good results. In 2018 - for example – we reduced water consumption by almost double the target. We work purposefully to develop new collections and products based on circular economy, as well as to optimize the sustainability of existing collections and products. We are for example looking critically at the choice of fabric and ensuring an improvement in sustainable raw materials without compromising product life and comfort.

In 2015, we launched our first sustainable clothing collection “Nature”, which is produced from organic cotton and recycled post-consumer polyester, which is made from old plastic bottles collected in nature.

Prior to the launch, there are several years of innovative product development, research, and testing, which ensures textiles with at least the same life as conventionally produced textiles.

99% of our garments are Oeko-Tex 100 class II certified. This means that we have also chosen to commit to the EU’s REACH directives, which are known to have the world’s strictest regulations on chemistry. The REACH regulations require companies to prove that their production is not a danger to nature, and we support this. 74 % of our raw materials are certified with the environmental certifications Bluesign or STeP.

In addition, we work with partners who have launched various initiatives to reduce their resource consumption. These include weaving mills in Asia, which have managed to run parts of their production on solar energy and rainwater, as well as wastewater treatment and recycling.

In our domicile in Viborg and with suppliers in both the EU and Asia, we have launched - and followed up on - various initiatives aimed at recycling our raw materials: Collection and recycling of paper, cardboard, plastic, and surplus pre-consumer fabrics. These sorted raw materials are donated or resold to certified buyers in local areas.

Sustainability is highly linked to quality. Nybo Workwear has always taken pride in delivering durable quality products that have a long life and sustainability; better quality and care in the long run means less consumption and replacement / purchasing.

Nybo Workwear requires partners to receive an annual report on the progress of their sustainable projects.



Nybo Workwear has chosen to undertake to trade and work exclusively with those of our non-EU suppliers certified with SA8000, Amfori BSCI or similar certification. We have done this because we want to maintain a high standard in relation to among other things, child labor, pay and the working environment.

That is why we work continuously to build a good standard of living and quality of life for our subcontractors in Latvia and Asia through close, long-term collaborations and concrete initiatives.

These initiatives include the provision of training, the possibility of health care for employees and a constant improvement of production conditions - and thus also the quality of products, social responsibility, and sustainability.

In collaboration with our foreign suppliers, Nybo Workwear has developed and tested innovative and long-lasting textiles with a focus on global recycling, reducing genetically modified cultivation of cotton and reducing consumption of pesticides, insecticides, and fertilizers.

We work not only to launch our own initiatives, but also to find partners who stand out due to their approach to sustainability, both in terms of working conditions and climate.

These partners include clothing manufacturers, spinners and weavers, who do much to employ and educate the socially disadvantaged, use solar energy, produce using rainwater, establish treatment plants, and improve conditions for local farmers and more.

Nybo Workwear takes pride in entering into long-term agreements with our suppliers. We have been cooperating with our suppliers in Latvia and in Asia for more than 20 years. It provides “peace of mind” and the opportunity to create production conditions that are sustainable in the long run.

We consider it a central part of our work to be up to date on how we promote sustainable development. We do this, among other things, by collaborating with tender consultants and public instances to set realistic goals and requirements for sustainable processes.



At Nybo Workwear A/S, we take responsibility for both the environment and people. We are constantly working on sustainability and climate-friendly initiatives, also in relation to our selected Sustainable Development Goals, which are part of our strategy.

PEOPLE

Good working conditions are key to success

Anniversary - celebrating 25 years of working

Nybo Workwear A/S is on the market for almost 60 years. Through years we manage to celebrate numbers of working years for many of our employees.

In 2020 we have celebrated 25 years of working for Helle and Knud. We are very pleased to have a team, build out of dedicated, passionate and happy people.



Helle Hedegaard
Warehouse Manager



Knud Bay - Caretaker

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 196 persons – 23 are working at the headquarter in Denmark and 173 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 updated 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 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 with same monthly KPI structure.
- Establish continues improvements through dialog with the employees regarding sickness and physical work environment.

WHAT WE ACHIEVED IN 2020

- We continued our English language training in Latvia for 3 people. In DK 3, 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 1,66% which is 0,4% higher than 2019. In Latvia we had a sick-leave at 7,71% which is 0,14% lower than 2019.
- We have started to measure how the mental work situation is in DK among all employees to secure that we have a good physical work situation in the company.
- We continued our cooperation with Viborg Municipality to include socially vulnerable citizens into our company. In 2020, we had 3 persons employed on special terms.
- Our Handbook for personnel has been updated with bullying and sexual and racist abuse.
- Our sub-contractor in India is sponsoring education of girl child and underprivileged kids in areas near their factory.
- We have donated garments to a hospital in L'viv in Ukraine in a project with Rotary Club in local area who gave other donations. This hospital uses private garments as workwear as the economy is low and we were happy that we could support them.

WHAT'S NEXT FOR 2021

- 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.
- In 2021 we will make a big effort to digitize the most manual work routines so our employees can use time on other more exciting work assignments.
- 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 sub-contractors. By new ERP system in 2021/22 we will work on how to be able to measure as much as possible.
- Establish continues improvements through dialog with the employees regarding sickness and physical work environment.
- In 2021/22 we will expect to have a first aid course again in DK for our staff, so they will be more prepared if needed. We have our own defibrillator inhouse.

PURCHASE

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

WHAT WE ACHIEVED IN 2020

- 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 March 2020, but it has still not been possible to have an audit as it has not been possible to travel to Laos from Thailand or other countries due to Covid-19.
- Covid 19 has made it impossible to visit our suppliers in Latvia and Asia. It has meant that we have had more virtually meetings than normal. As it is suppliers that we have worked with for many years it has not been a challenge to keep the quality we know each other and our demands to the garments.
- We have not had any situations where a supplier has failed in our cooperation and no corruption.

WHAT IS NEXT FOR 2021

- 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.
- Furthermore, we will only work with suppliers which has Amfori BSCI with a A-B grade, Sedex or SA8000 or similar audited.
- We will work on improvements in social- and environmental aspects at our sub-contractors in Asia.
- It is a strategic goal that we will find sub-contractors in the immediate area to be more flexible and shorter delivery time.



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 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 make a concept of a more sustainable collection in 2020.
- 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 2020.

WHAT WE ACHIEVED IN 2020

- We have certified our finished products with Oeko-Tex 100 – class II.
- 74% of our total standard products the fabrics are certified with bluesign or STeP, which is environmental certifications. It is 48% higher than 2019 as 3 of our suppliers of fabrics now have been certified with STeP certification.
- Our classic Tencel collections which was launched in 2010/2015 has increased in sale in 2020.
- Our collection Nature in organic cotton and regenerated polyester is available in now 6 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 and develop classic collections which is nice to wear for a longer time.
- In 2020 we have reduced our use of air freight as we now see that our planning of orders has been much more efficient.

WHAT IS NEXT FOR 2021

- 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 and launch a concept of more collections in 2021 with 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 measure how the mix is of sale of ordinary collections and sustainable collections.
- We will focus on our transport, follow our carbon footprint within this activity - our sea- and air freight from Asian suppliers.

PROCESS

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, sale/marketing, design, supply chain 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 wastewater management.

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 and a local web-shop company cartons that we cannot use ourselves. We use a minimum of plastic bags in our cartons as possible.

Co2 impact is an area that is gradually emerging and will be a requirement to know more about and more will be researched and focused on this in the coming years.

WHAT WE SAID IN 2020

- 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.

Energy
save
3%

WHAT WE ACHIEVED IN 2020

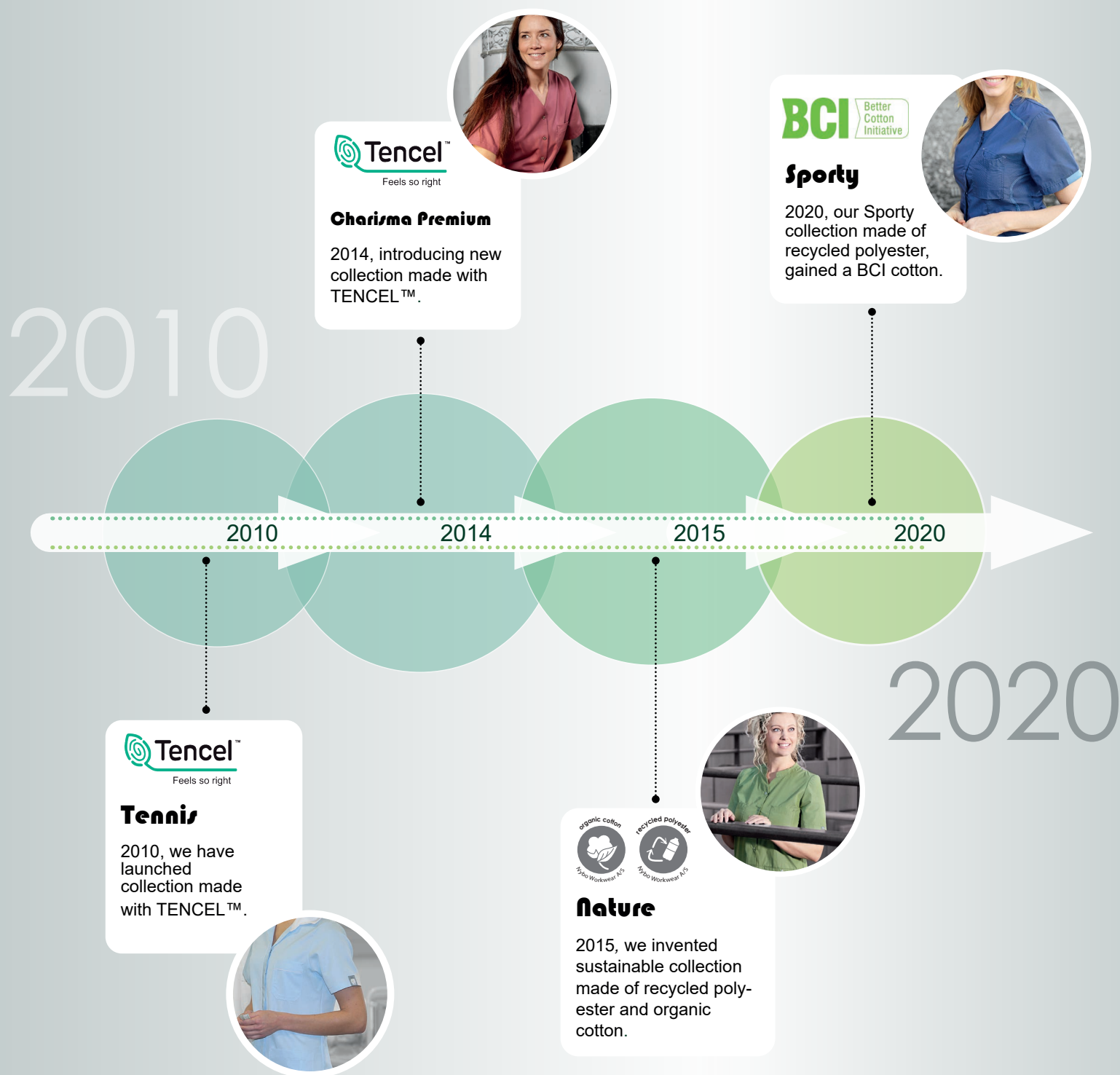
- In our facility in Latvia, we have used less energy as in 2019 – 2,6%. In Denmark we have saved 9,33%. As we should be working from home in a period in 2020 because of Covid 19 – we have had less people at work for about 3 months.
- In Denmark we have increased our use of gas with 14,6% and in Latvia an increase on 23% as it has been a colder winter and demand for heating both places.
- Our water consumption has been reduced with 14%. It is more than the latest 2 years, and we are very satisfied, as our goal was a reduction on 3%.
- We brought 58,0 tons of material back to full recycling in 2020. It is an increase of 17% compared to 2019 and we are very satisfied with this.
- In Viborg we have chosen to use green electricity from Natur-Energi, and it matches our thoughts on a greener direction - both for our company and Denmark.
- The electricity from Nature-Energy is 100% certified from Danish wind turbines as well as CO2 compensation corresponding to the amount of CO2 that the production of our electricity consumption emits.

WHAT IS NEXT FOR 2021

- 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 and will go deeper into how the waste is used in Latvia of the garbage company who collects this in cooperation with Zala Josta.
- In the future, our printed communications will primarily be printed digitally and on environmentally friendly paper, which is FSC certified (Forest Stewardship Council).
- In DK we will investigate if we shall invest in LED lamps in the 2 facility buildings we have in DK.
- Our goal is to have hybrid company cars when we must change to new – to save fuel and less environmental load.
- CO2 footprint – in 2021/22 we will map this subject and make a procedure for how we can measure this.

FRONTRUNNER IN *sustainable workwear*

*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.*



Sustainable workwear



In 2010 we found that the new TENCEL fabric that came on the market was a new type of fabric with natural sustainability compared to what has been possible. TENCEL is a replacement instead of cotton and it is a perfect choice for the user who has a sensitive skin as it is very soft. It has a natural temperature regulation, so it gives a better resistance to bacteria, and this minimizes any sweat odor.

TENCEL™ branded lyocell and modal fibers are produced by environmentally responsible processes from the sustainably sourced natural raw material wood.

Lenzing relies on responsible forestry and is committed to sourcing wood and dissolving wood pulp exclusively from non-controversial sources.

TENCEL™ fibers are found in the collections of many leading designers and renowned retailers.

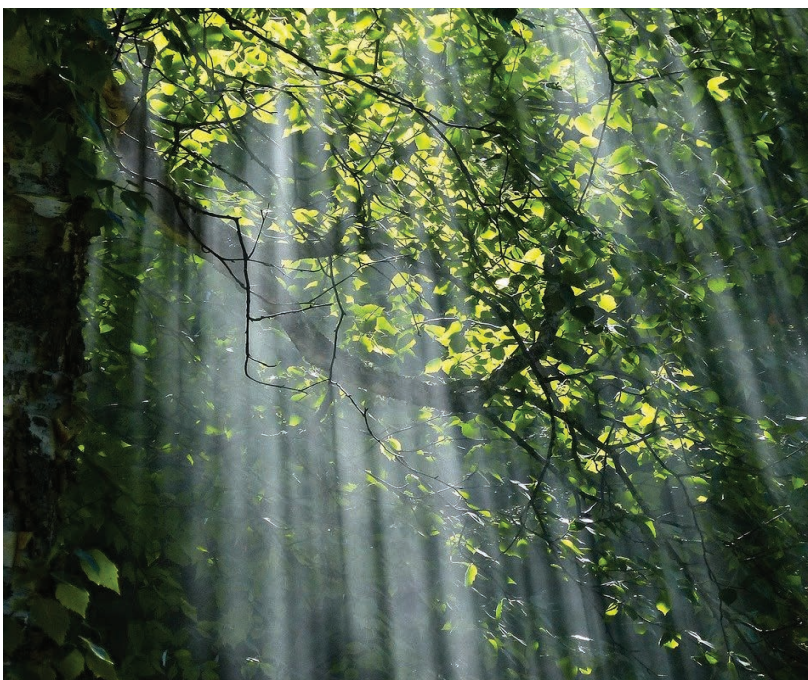
Since the benefits of high strength natural raw material and environmentally responsible production are gaining in importance, TENCEL™ fibers are a strong alternative to conventional materials in many applications.

TENCEL™ fibers prove themselves in industrial laundry. The high value in use is striking as well as the attractive appearance of the workwear despite repeated laundry. A blend with TENCEL™ fibers and polyester prove to be the best fiber combination. TENCEL™ fibers provide here comfort and naturalness.

TENCEL™ is a trademark of Lenzing AG.

Collections:

- Tennis
- Charisma Premium



Sustainable workwear



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

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

Nature is available in 6 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.

With organic cotton, we contribute:



0% use of dangerous chemicals and pesticides

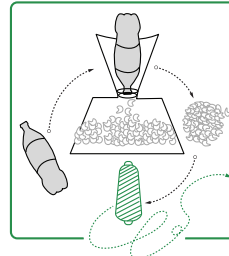


100% hypoallergenic and good for the user



Better environment for farmers, animals and the planet

With recycled polyester, we contribute:



Minimizes the amount of plastic waste in nature



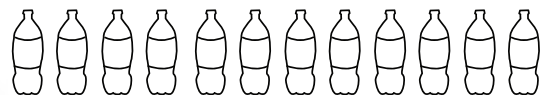
69% less energy consumption than with normal polyester production



Reduces CO₂ emissions



1 shirt = 12 plastic bottles



In 2020,
used of
plastic bottles:
157,289

Sustainable workwear



BCI (Better Cotton Initiative)

In 2020 we became a member of Better Cotton Initiative. We feel that this membership is a part of being a part of the sustainable development.

The Better Cotton Initiative (BCI) is a non-for-profit organization that exists to make global cotton production better for the people who produce it, better for the environment it grows in and better sustainable future for the cotton sector. Through BCI and its Partners, farmers receive training on how to use water efficiently, care for the health of the soil and natural habitats, reduce use of the most harmful chemicals and apply decent work principles. BCI Farmers implementing this system are licensed to sell Better Cotton.

Better cotton is grown throughout the world and in 2018-19 cotton season, 2.3 million BCI farmers received training and there was produced 5.6 million tons of BCI cotton – which equivalent to 22% of the global production of cotton.

One of our biggest suppliers of fabrics with BCI cotton in India has started a project in 2015 with farmers of cotton and it develops in a positive way of getting more villages and farmers to be educated in how to grow cotton in the most sustainable way and protect the land for the future for the people who grow the cotton.

Collection:

- Sporty



NYBO WORKWEAR IS USING 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.



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.



BCI (Better Cotton Initiative)

The Better Cotton Initiative (BCI) is a non-for-profit organization that exists to make global cotton production better for the people who produce it, better for the environment it grows in and better sustainable future for the cotton sector. Through BCI and its Partners, farmers receive training on how to use water efficiently, care for the health of the soil and natural habitats, reduce use of the most harmful chemicals and apply decent work principles. BCI Farmers implementing this system are licensed to sell Better Cotton.



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.



Nature-energy

We have chosen to use green electricity from Natur-Energi, and it matches our thoughts on a greener direction - both for our company and Denmark.

The electricity from Natur-Energi is 100% certified from Danish wind turbines as well as CO2 compensation corresponding to the amount of CO2 that the production of our electricity consumption emits.

Natur-Energi collaborates with WWF Verdensnaturfonden, DanChurchAid and Verdens Skove to create electricity products that make a difference.



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.

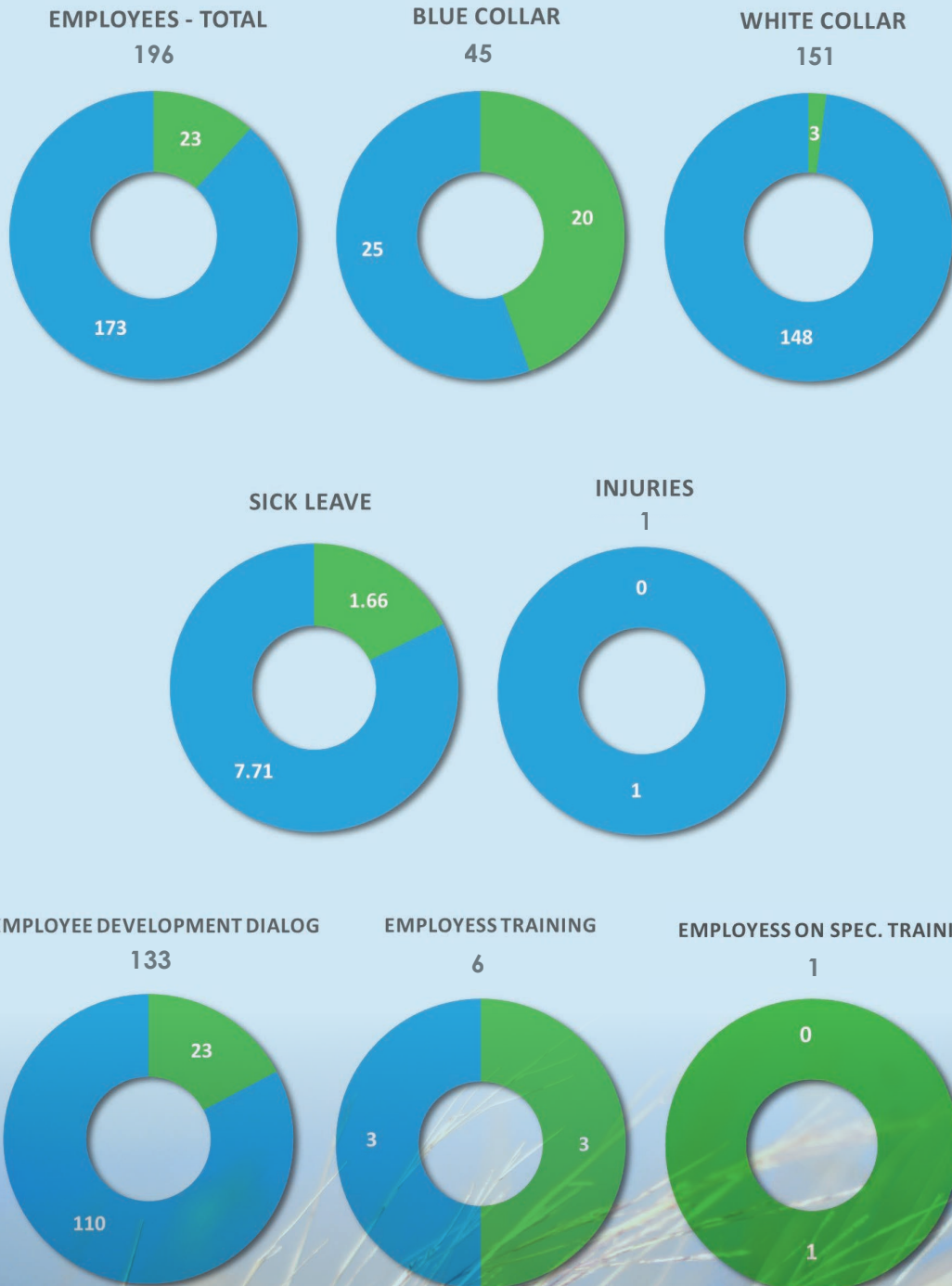


ISO 9001

In order to strengthen our production in Eastern Europe, our Latvian based company SIA Nybo Dobeles is certified according to ISO 9001. This means that Nybo Workwear 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.

KEY FIGURES *regarding employees*












● - Denmark (Viborg) ● - Latvia (Dobele & Jelgava)



✓ 0 Injuries
✓ Law sick leave
✓ Employees training

CSR PERFORMANCE

at Nybo Workwear A/S

	Subject	Objective	Reached 2019	Reached 2020	Sustainable Development Goal	Global Compact/GRI	Page
Purchase	Supplier 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, SEDEX, SA8000 or similar.	Completed	Completed		All principles/General	6
	Number of suppliers that has undergone screening REACH-Directive	All suppliers has to document that they live up to REACH-Directive	Completed	Completed		All principles/General	7.13
Product and customers	Development of environmental friendly products		Nature Collection of upper parts made of regenerated polyester and organic cotton. Charisma Premium/Tennis Our collections of environmental friendly Tencel products.	Sporty Our collection made of polyester and BCI-cotton.	 	9	9,10,11,12
	Product and customers Development of environmental friendly products Certifications: Oeko-Tex Standard 100, bluesign, STeP, ISO 15797	Our finished products are certified with Oeko Tex 100 product Class II We aim that 50% of our used fabrics has bluesign or STeP	99% Oeko-Tex 100 38% bluesign/STeP	99% Oeko-Tex 100 74% blue sign/STeP	 	9/PR3	7
Process	Electricity consumption	Reduce by 3%	266.336 kWh			7/EN3	8.13
	Total water consumption	Reduce by 3%	856 m3	749 m3		7	
	Gas	Reduce by 3%	36.811 m3	36.551 m3		7	
	Recycling	Reduce by 3%	48 tons	58 tons		7/EN2	
People and society	Diversity of workforce		Blue collar: 130 White collar: 48	Blue collar: 151 White collar: 45	 	1, 2, 6/LA1	5.15
	Employee training	Access to English language training in LV Individual courses - DK	LV - 7 employees DK - 1 employees	LV - 3 employees DK - 3 employees		1,2/LA10	5.15
	Employee development		LV - 130 employees DK - 27 employees	LV - 110 employees DK - 23 employees		1,2/LA10	5.15
	Access to labour unions	All employees	100%	100%		1, 2, 3/LA4	5.15
	Collective bargaining		100%	100%		1, 2, 3/LA4	5.15
	Wage level		100%	100%		1, 2, 3/LA4	5.15
	Staff compensation		Pensions, health insurance, compensation on sick leave, pregnancy etc.	Pensions, health insurance, compensation on sick leave, pregnancy etc.		1, 2/LA3	5.15
	Health and safety: 1. Rates of injury 2. Health programs 3. Sick leave 4. 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 2. Health insurance, canteen, massage, nurse, doctor 3. DK: 1,25%; Latvia: 7,85%; 4. 100%	Pensions, health insurance, compensation on sick leave, pregnancy etc. 1. 1 incidents 2. Health insurance, canteen, massage, nurse, doctor 3. DK: 1,66%; Latvia: 7,71%; 4. 100%		1,2/LA7	5.15
	Number of employees on special terms	Contribute to an inclusive labour marked	3 employees on special terms in DK.	3 employees on special terms in DK.		1, 2, 6/LA13	5

Company name	Nybo Workwear A/S
Address	<p>Industrivej 24-26 8800 Viborg DK-8800 Viborg Phone +45 8727 3000</p> <p>E-mail: info@nybo.com</p>
CVR nr.:	36 74 51 18
Locations of operations	<p>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.</p>
Number of employees 2020	196
Contact person	<p>Helle Nybo Holmberg +45 87273006 hnh@nybo.com</p>



KONGELIG HOFLEVERANDØR

NYBO

WORKWEAR SINCE 1962