UN GLOBAL COMPACT 2020 COMMUNICATION ON PROGRESS/ CLAIRE GROUP A/S



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.

ON We welcome feed

We have been working with social responsibility for more than 45 years.

Today we hold three certifications. We have literally taken CSR from words to action.

Anders Hust

Our focus on quality stretches beyond our products.

It also reflects the responsibility we have towards people and planet.

Nikolaj Hust



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Further information available on clairewoman.dk & hustandclaire.com

> Claire Group A/S Marsvej 6-10, 7430 Ikast

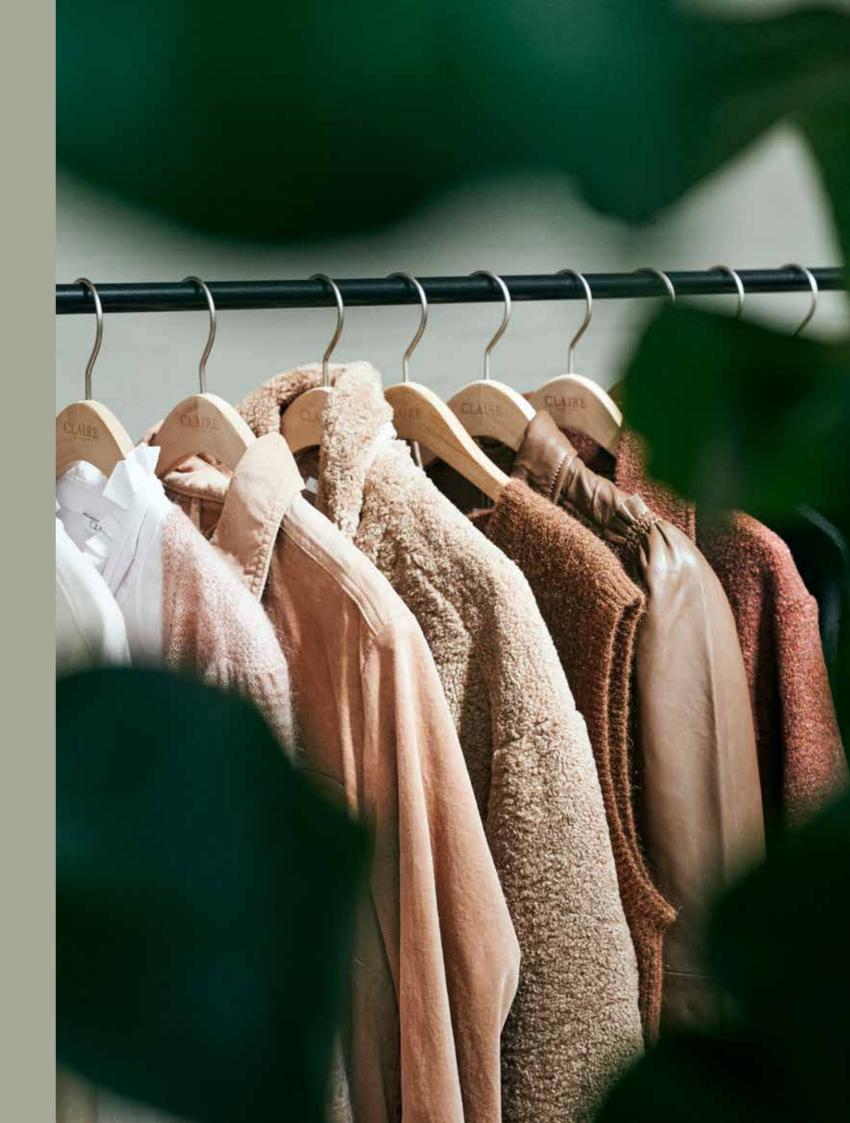
> > +45 97 15 31 22 claire@claire.dk

Our legacy & values

We build our business on relations and decency

We are innovative in our ambition to obtain results

We treasure sustainable initiatives





STATEMENT OF SUPPORT

Claire Group A/S is an international fashion house with roots in Denmark founded in 1975 with the mission to create stylish and casual clothes that appeal to fashion conscious women and children. It is our vision to make clothes in a sustainable way and build a company we can be proud of.

This Responsibility Report gives information and data on our CSR activities. We are dedicated to fulfilling the intentions of the 10 principles outlined in the UN Global Compact Initiative and be inspired by the Sustainable Development Goals.

We strive to influence our suppliers and business partners to support, to live up to and to participate in the Global Compact Initiative. Claire Group A/S has been an active part of this initiative since January 2010 and our support is unchanged.

It is our conviction that businesses must be sound and sustainable for all involved in the process. Since 2009, Claire Group A/S has been a member of Amfori – BSCI (Business Social Compliance Initiative) because we see supplier auditing is a necessary tool to maintain a responsible supply chain.

Since 2012, we have been the only fashion house in Scandinavia to be certified with the ethic management standard, SA 8000. In 2019 we became certified with Global Organic Textile Standard, GOTS, because we are convinced that sustainable fashion will prevail. In 2020 we added an FSC certification to be able to provide FSC certified viscose to our customers. We have also committed ourselves to uphold a strong animal welfare programme, to minimize our carbon footprint and to comply with an anti-corruption codex and a chemical testing programme. Finally, we are supporting a CSR project for young textile entrepreneurs in our local community.

The year 2020 has been a year with hard work due to Covid19 and our newest certifications. With three management systems in function, we are forced to deal professionally with our mistakes and deviations to avoid repetitions. Certification comes with hard work – but it is worth it.

Ikast, August, 2021.

Anders Hust, CEO

ABOUT CLAIRE GROUP A/S

Claire Group A/S is an international fashion house. It is a family-owned company (Ltd.) established in 1975, with headquarters in Ikast, Denmark.

Together our collections make a complete concept for modern women and children with an active lifestyle. Our products are produced by our suppliers in Europe, China, and India.

COMPANY INFO

COMPANY:	Claire Group A/S
DATE:	04-08-2021
ADDRESS:	Marsvej 6 - 10 / 7430 Ikast
COUNTRY:	DK - Denmark
SECTOR:	Textile
MEMBERSHIP DATE:	11-01-2010
TELEPHONE:	+45 97153122
EMPLOYEES:	40
GENDER:	F: 34 M: 6
CONTACT NAME:	Ulla Dam
CONTACT POSITION:	Group CSR & Purchase Manager
CONTACT MAIL:	ud@claire.dk



CLAIRE GROUP A/S

CSR PROGRAM

ENVIRONMENTAL WORK

Transportation policy

Environmental management

Oeko-Tex 100 styles

Viscose - Bamboo styles

GOTS certification

Chemical program

FSC certification

2009

2012



RE GROU GRA PR OBA 7

ETHICS

Social responsibility

SA 8000 certification

BSCI / Amfori membership

Supplier training

Animal welfare

Local partnerships / SYLAB

Anti-corruption codex

2019







The mark of FSC* C160481



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Our business is most directly linked to four of the 17 SDGs, however, we believe we are inspired by all of them to turn global goals into everyday efforts.

Ulla Dam, Group CSR & Purchase Manager

GLOBAL GOALS - EVERYDAY EFFORTS

We believe that every country, organisation, and private company must contribute to achieve the sustainable development goals (SDG) and the Paris Agreement. The challenge is to generate global goals into local business supporting our business development.

We manufacture products and we are inspired from the SDG goals and take part in a worldwide effort to reach the labour market, for training employees or contributing to goals. Our products do not contribute to fulfilment of the increasing the consciousness about sustainable clothing. Global Goals, but we have learned that we can produce clothes with respect for people and planet and still be prof-Examples of our everyday efforts and how we contribute to itable. By complying with human rights and labour laws achieving the SDGs is outlined on the following pages. and with a strong focus on our carbon footprint, we trust we contribute to fulfilment of several of the SDG -goals.

2020

WHAT WE DID Increased ownership to the Sustainable Development Goals in Claire Group with references in communication and internal training.

We have chosen to focus on four of the Goals that relate most to our business. For Claire Group A/S SDG 5, SDG 8, SDG 12, and SDG 13 are at the heart of our CSR efforts.

The Goals create values through our activities. Social benefits from taking responsibility for vulnerable people in the



2021

WHAT WE WANT Efforts on increased visuality on the four Claire Group SDG goals.

THE 17 SUSTAINABLE DEVELOPEMENT GOALS



OUR FOUR GOALS



WHAT WE DO



SGD 5. Gender equality Achieve gender equality.

Gender equality in our organisation is important because gender equality is not only fundamental human right, but also a necessary foundation for a homogeneous and prosperous organisation. In our warehouse women as well as men should be able to handle all work. At management level our women managers provide different and sustainable views to all kind of challenges. Gender equality is implemented at all levels in our organisation because we see gender equality as a part of our general focus on anti-discrimination and diversity.



SGD 12. Responsible consumption and production

Ensure sustainable production patterns.

We take pride in taking urgent action to combat climate We see responsible consumption and production as an change and its impacts in Denmark and cascade our obligation to promote sustainable production of garment, position to our supply chain and business partners worldaccess to decent jobs, basic goods, and a better quality of wide. We address all opportunities to minimize our impact life for all. Implementation helps to achieve overall develfrom manufacturing garment in Far East with distribution opment goals, reduce future footprint from production, in Europe. We aim at sustainable consumption and "dostrengthen economic competitiveness and reduce poverty. ing more with less". We endeavour to address challeng-We prioritize significant on operating our supply chain, es regarding air, water, waste, and pollution in general. involving everyone from producer to final consumer. This Our work is organized in an environmental management system to obtain results. In 2020 we were certified to sell includes educating consumers on sustainable consumption and lifestyle, providing them with adequate information garment of FSC-certified viscose as a supplement to our GOTS certified products. through standards and labels on garment.



SGD 8. Decent work & economic growth

Decent work for all employees.

We believe the most efficient way to contribute to a sustainable economic growth for our organisation as well as everybody involved in the manufacturing of our clothes is by providing all workers with decent work with a fair salary. In 2009, we became member of Amfori-BSCI – a European audit-based initiative for handling suppliers. We have contributed to putting an end to workers lack of

we have contributed to putting an end to workers lack of income and ensured a sustainable livelihood. In this way, we have influenced our suppliers always to pay legal wages and step by step be bound to implement living wages.



SGD 13. Climate change

Urgent action to combat climate change.



SGD 12. Responsible consumption and production Ensure sustainable production patterns.

A responsible supply chain is our main priority since 2007. Our clothes must be produced at factories with audit results A, B, C according to the Amfori-BSCI system.



SGD 13. Climate change Urgent action to combat climate change.

We will promote our GOTS certification further and continue to extend the number of styles in our collection with GOTS label and OEKO-TEX 100.

EXAMPLES OF OUR IMPACT ON THE SDGS



SGD 5. Gender equality Achieve gender equality.

A balanced representation of men and women at all levels in the organisation taking part in decision making.

Women as well as men can work at all levels in our organisation.



SGD 8. Decent work & economic growth

Decent work for all employees.

Jobs with fair remuneration according to Amfori-BSCI, Code of Conduct, due to factory audits in the supply chain. Aiming for living wage.

We provide safe jobs due to our focus on Occupational Health and Safety in house and at our suppliers' facilities. OHS work is a high priority topic to us.

Reducing carbon footprint from transportation by ship/air begins with measuring and setting goals. Due to extremely well-organized production planning in the Design and PU-department and a particularly good cooperation with our suppliers, we have reduced our transportation by air.

Our responsible chemical programme is intended to secure good health to workers in contact with our clothes and to provide our customers with clothes complying with the set limit values for restricted substances.

Responsible management of waste and resources at our premises in Ikast with a strong focus on reusing cardboard boxes.



HUMAN RIGHTS -PEOPLE

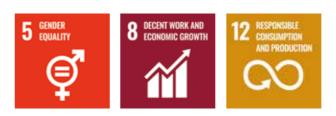
Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2:

Make sure that they are not complicit in human right abuses.

CLAIRE GROUP A/S



COMMITMENT

We are committed not to violate basic human rights conventions in Denmark and wherever our clothes are produced. We support the international declared human rights, and we will not discriminate against any person on grounds of race, religion, gender, age, or disability. It is one of our core values that we are aware of our social responsibility towards employees, local society, and workers in our supply chain.

Everybody should be given fair opportunities to build careers. We are committed to have a sustainable supply chain and through our membership of Amfori-BSCI we are obliged to respect the fundamental human rights conventions no matter where our production is situated.

ACTIVITIES

We have a clear written policy on sustainability incl. responsible production. Our values together with our in-house SA 8000 procedures and our Amfori-BSCI membership ensure us against discrimination. To prevent discrimination to happen we have implemented proactive procedures for hiring, promoting and dismissal. Our headquarters in Denmark are under strict Danish legislation, and we comply.

We have established a whistle-blower system to handle complaints and we have in-house awareness training in human rights and SA 8000 issues. We have an annual in-house audit, and two Bureau Veritas audits every year. Since May 2016, we have been supporting a CSR-project for young textile entrepreneurs, Sylab, in our local community, situated on our location as they use our sewing facilities.

OUTCOME

Our SA 8000 procedures and our Amfori-BSCI Code of Conduct have prevented us from violating the human right conventions in Denmark and on factory level at our main suppliers. We comply with Danish legislation and collective agreements in Denmark. Bureau Veritas has successfully certified our company with SA 8000 in 2012 and every year since. To monitor our effort, and to measure our progress in the supply chain, we are auditing our suppliers according to an audit plan. Corrective action plans are issued accordingly.

- Claire Group A/S was certified with the ethic standard, SA 8000 in 2012 and every 3rd year since
- In 2020 85 % of our employees are covered by a collective agreement
- In 2020 + 2019 98 % of all employees have received SA 8000 training
- In 2020 62 % of employees on management level or in a position of trust were women
- In 2020 88 % of our suppliers (BV) are audited with the result A, B or C in the Amfori-BSCI 2.0 system.
 The rest have been screened with the purpose to prepare for auditing or have an expired audit circle.



LABOUR PRINCIPLES

PEOPLE

Principle 3:

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4:

Principle 5:

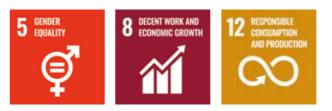
The effective abolition of child labour.

Principle 6:

The elimination of discrimination in respect of employment and occupation.



CLAIRE GROUP A/S



COMMITMENT

We want to be one of the absolute best companies in the fashion industry handling CSR-related issues. We believe fundamentally that our social responsibility effort should encompass not only our own activities in Denmark but also activities in our supply chain. We believe that freedom of association and the right to collective bargaining are fundamental rights, which should be upheld.

We take the working environment extremely seriously because we believe that working environment and job satisfaction goes hand in hand. We care about health and safety for every employee. We want to have a creative working environment and believe that this requires safe employees and a working environment of a top standard level. We want to motivate our staff to educate further and make the best possible use of our resources.

We condemn child labour, dangerous work, unreasonably long working days or salaries below the current industrial rate in production countries. We take part in a worldwide effort to deal with the challenges of living wage.

ACTIVITIES

We comply with Danish legislation and collective agreements and Bureau Veritas has successfully re-certified our Employees in headquarters are organized in unions as we respect freedom of association and the right to collective company with SA 8000 every year since 2012. Our staff is bargaining. The company is covered by three collective extremely loyal and consequently, we have a lot of longterm relationships. Our absenteeism in 2020 was 8 %. agreements. Compensation and overtime payment meet the Danish minimum standard or the relevant collective However, cleaned from one long-term illness and maternity leave, it is 0,92 %, which is extremely low in DK. agreement.We have a clear written policy on Occupational Health and Safety. We continually improve our working environment, according to Danish legislation and our SA We are auditing our suppliers according to an audit plan and we monitor that corrective action plans are completed 8000 standard and procedures. We have an Occupational whenever we or a supplier fail to comply with the Code of Health and Safety Organisation with representatives from Conduct. There is no forced or compulsory labour in the the workers and the management group. Our OH&S, company or at our supplier premises and all basic labour work is very well organized. We assess any labour related standards are observed and audited at our suppliers. risk or accident at Claire Group A/S as well as any "close Our SA 8000 procedures and our commitment to to" accidents. We have 6 weeks of vacation and paid sick

leave. We have an employer-paid health insurance. All employees have access to paid education within their area of responsibility. We have employees on special terms e.g., trainees or people in work ability testing as often as we can.

Our values together with our in-house SA 8000 procedures and our Amfori-BSCI membership ensure us against violation of basic labour standards in Denmark and in our supply chain. We have established a whistle-blower system to handle any complaints. We have in-house awareness training of employees in Occupational, Health and Safety including harassment and in SA 8000 issues every second year.

Through our membership of Amfori-BSCI we have implemented policies and the Amfori-BSCI Code of Conduct in our supply chain. The Amfori-BSCI Code of Conduct set out minimum criteria for labour standards to all our suppliers aiming at SA 8000.

OUTCOME

Amfori-BSCI have prevented us from violating basic worker standards, national legislation, and collective agreements in Denmark.

- Our Occupational, Health and Safety work is well organised and works successfully according to the intentions of the Danish legislation.
- 98 % of our staff has received training in our CSR-programme and SA 8000 issues in 2019 or 2020.
- In 2020 it was not possible to have employees on special terms equivalent to 1/2 man year due to Covid19.
- 100 % of all employees have a private health insurance.
- 85 % of all employees are covered by a collective agreement.
- 31 % of all employees hold a first aid certificate and 24 % with firefighting skills.
- We have established a whistle-blower system.
- In 2020 88 % of our suppliers (BV) are audited A, B or C in the Amfori-BSCI. The rest have an expired audit circle or have been screened and have started preparation for the auditing procedure.

66

Our work with supplier performance is an important anchor in our CSR-strategy. Today we are proud to announce, that 88 % of our garment (buying volume) comes from factories audited with A, B, or C in the BSCI-Amfori system.

Ulla Dam, Group CSR & Purchase Manager

SUPPLIER MAPPING

Green suppliers: A,B,C in Amfori-BSCI system = 88 %. White: The rest = 12 %.





ENVIRONMENT

PLANET

Principle 7:

Businesses should support a precautionary approach to environmental challenges.

Principle 8:

Undertake initiatives to promote greater environmental responsibility.

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies.

CLAIRE GROUP A/S



COMMITMENT

We strive to minimize the footprint we set from producing garments and we are aware of our environmental responsibility. We seek to be greener every day not only because there is money to be earned by safeguarding the environment, but also because it is our values. We have a policy on environment and transportation. We consider environmental awareness as a wide range of initiatives that includes running our headquarters in Ikast on a sustainable basis and reducing our CO2 emission from producing our products.

We care about chemicals in clothes, zippers, and buttons, and we observe the EU-REACH and Norwegian legislation as a minimum. We support environmentally friendly technologies and help to improve knowledge of environmentally friendly labels, OEKO-TEX 100, GOTS and FSC.

ACTIVITIES

Our waste management system forces us to recycle whenever it is possible, and we measure our in-house consumption of resources. We encourage our suppliers always to use an environmentally friendly method and to avoid all unnecessary use of chemicals. We have a restricted chemicals programme, which our suppliers must follow including tests made by Bureau Veritas. We have a collection of organic cotton styles for children and a collection of styles made of bamboo fibres. We also increase the number of styles with OEKO-TEX 100 year after year.

We have joined the washing campaign: Clever Care, since 40 % of the CO2 emission lies with the consumer. Our focus on reducing footprint from transportation has been successful due to hard work and extremely well-organized workflow with supplies. We have established figures for our calculation and picked relevant Key Performance Indicators.

OUTCOME

The consumption of electricity in 2020 has decreased by 16 % compared to 2016. Our investment in low energy lighting have proven successful and has been earned back over a five-year period. We are focused on reduction of our waste, and we recycle as much as possible. In 2020, our figures on waste increased heavily due to seriously cleaning up in the warehouse.

Our transport by air was 13 % in 2020 due to Covid 19 challenges - a new focus point. In 2020 we had 201 styles certified with GOTS and in 2020 we became certified with FSC to make garment of FSC-certified viscose.

We have tested 23 qualities in 2020 according to our chemical testing programme. No tests failed. See our total measurements below.

- In 2020 we decreased our electricity consumption by 16 % and our consumption of heat 14 %. Our commercial waste has increased by 13 % (2016=100).
- Water consumption in 2020 was back to level after abnormal figure in 2019 due to water damage.
- We sail and rail approximately 87 % of our goods to Europe from our Far East suppliers.
- 83 % of suppliers (BV) have signed our restricted chemicals programme.
- In 2020 Bureau Veritas tested 23 qualities according to our restricted chemicals programme with limit values in EU-Reach and Norwegian legislation. No tests failed.
- In 2020, we had 201 styles with GOTS.
- In 2020, we became certified with FSC.

CLAIRE GROUP A/S



COMMITMENT

At Claire Group corruption is not acceptable and we are strongly against bribery, extortion, or any other form of facility payments. We want to run a profitable company and respect people and planet. We influence our business partners with our attitudes to bribery and corruption.

ACTIVITIES

We have a company policy about bribery and anti-corruption implemented in our staff handbook. In 2014 our policy was strengthened, and we issued an anti-corruption codex. We do not pay illegitimate payments and no employee must either give or receive gifts above a value limit of 50 Euro.

Our employees are encouraged to express complaints, suspicions, or concerns anonymously to the company by using the whistle-blower. Bribery is a part of our in-house employer training in SA 8000 and environmental issues.

"

We and Claire Group strongly customers.

Madhan, India

ANTI-CORRUPTION

PROFIT

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



OUTCOME

Our anti-corruption policy and our transparent rules and procedures have prevented us from any cases of bribery, anti-corruption etc. in 2020. We comply with Danish laws and Bureau Veritas has successfully audited our company with SA 8000 - latest in June 2021.

- Since 2012 our anti-corruption policy has been a part of our staff handbook.
- In 2020 we had no cases regarding bribery or anti-corruption from the whistle-blower scheme.
- In 2020 88 % of our suppliers (BV) are audited A, B or C in Amfori-BSCI system.

believe that happy employees results in happy



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CLAIRE GROUP A/S

Key Performance Indicators	Policy	System	KPI 2020 Headquarters	KPI 2020 Suppliers	Goals 2021 Headquarters	Goals 2021 Suppliers
5 STRAFT Image: Straft and the	YES	Headquarters: SA 8000 management system + Three collective agreements Suppliers: Amfori-BSCI + audits	 Headquarters: SA 8000 re-certification in Dec. 2020 98 % of all employees with SA-8000 training in 2019 or 2020 62 % of employees on management level or in a position of trust are women 85 % of employees covered by a collective agreement 	 Suppliers: 1. 93 % of BV with first audit 2. 88 % of BV are audited A, B or C in Amfori-BSCI 3. The rest of the suppliers with screening 	 Headquarters: 98 % of all employees with SA-8000 training in 2019 or 2020 A balanced representation of men and women on management level 85 % of employees covered by a collective agreement 	 Suppliers: 1. 95 % with first audit 2. 88 % of BV are audited A, B or C in Amfori-BSCI 3. The rest of the suppliers with screening + risk analysis
	YES	Headquarters: SA 8000 management system + Three collective agreements Suppliers: Amfori-BSCI + audits	 Headquarters: SA 8000 re-certification in Dec. 2020 98 % of all employees with SA-8000 training in 2019 or 2020 85 % of employees covered by a collective agreement 31 % of all employees with first aid certificate 24 % with firefighting certificate 	 Suppliers: 1. 93 % of BV with first audit 2. 88 % of BV are audited A, B or C in Amfori-BSCI 3. The rest of the suppliers with screening 	 Headquarters: 98 % of all employees with SA-8000 training in 2019 or 2020 ½ man-year employed on special terms. 85 % of employees covered by a collective agreement. Min. 10 % with first aid certificate Min. 10 % with firefighting certificate 	Suppliers: 1. 95 % with first audit 2. 88 % of BV are audited A, B or C in Amfori-BSCI 3. The rest of the suppliers with screening + risk analysis
Environment	YES	Headquarters: GOTS and FSC management systems Clever Care Campaign Suppliers: Restricted chemicals programme + tests	Vaste in KG 2018 2019 2020 Waste in KG 12050 11440 14648 Electricity in KwH 140577 127784 123167 Water in M3 397 5783 (p.16) 464 Heat in KwH 704409 650445 609769 Transporta- tion by Ship/ aeroplane 94 % 6 % 92 % 8 % 87 % 13 %	 Suppliers: 1. 83 % of BV with signed chemicals programme 2. 23 qualities tested by BV 3. 201 GOTS styles 4. 10 FSC styles 	Image: 2021 Waste in KG 12000 Electricity in 123000 KwH 123000 Water in M3 450 Heat in KwH 605000 Transportation by Ship/ aeroplane 94 % 6 % 250 GOTS styles + 10 FSC styles.	 Suppliers: 90 % of BV with signed chemical program Inspections by Bureau Veritas on readymade garment from core suppliers equivalent to minimum 23 tests per year
Anti-corruption	YES	Headquarters: SA 8000 management system Whistle-blower Suppliers: Amfori-BSCI + audits	Headquarters: • No cases regarding Anti-corruption,	 Suppliers: 1. 93 % of BV with first audit 2. 88 % of BV are audited A, B or C in Amfori-BSCI 3. The rest of the suppliers with screening 	Headquarters: • All cases solved	 Suppliers: 1. 95 % with first audit. 2. 88 % of BV are audited A, B or C in Amfori-BSCI. 3. The rest of the suppliers with screening + risk analysis

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CLAIRE GROUP A/S



The mark of esponaible fore

Certificate of Registration



Claire Group A/S

"the certified site" has been certified in accordance with the requirements of the Forest Stewardship Council® A.C. using the FSC® Chain of Custody standards* and that Claire Group A/S of

Marsvej 6, Ikast, DK - 7430, DENMARK

is hereby licensed to use the FSC Logo on and sell as FSC certified all products listed on the attached FSC product schedule as FSC Mix;FSC 100%

Certificate Registration Code: Licence Code:

Issued By:

Issue Number 1.0 FSC-C160481

United Kingdom

Bristol, BS1 6AD

Issue Date: Valid until the Renewal Date:

Signed on behalf of Soil Association Certification

Kevin Jones, Head of Forestry

OC-006-17 Nov 2018 © Prepared by Soil Ass on Ltd. FSC Licence Code FSC® A0 ite is only valid for sale of FSC products when accompanied by a current products when accompanied by a current production certific ecking the FSC database: info.fsc.org or by contacting Soil Association Certific on Certification Ltd and all copies or reproductions of the certificate shall be destroyed or returned to the Sol immediately, on request. ption of the products, sites or services that are included in the scope of the certificate may be obtained from Soil A

tion on request. ificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC certified (or FSC con roducts offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when th FSC claim is clearly stated on invoices and shipping documents.

Disclaimer :

"Social Accountability International and other stakeholders in the SA8000 process only recognize SA8000 certificates issued by qualified CBs granted accreditation by SAAS and do not recognize the validity of SA8000 certificates issued by unaccredited organizations or organizations accredited by any entity other than SAAS."

To check this certificate validity please call: + 9122 62742000 or visit SAAS website

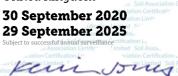
www.saasaccreditation.org/certification

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organization.



SA-COC-008068

Soil Association Certification Limited Spear House, 51 Victoria Street



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ECOCERT GREENLIFE S.A.S. Lieu dit Lamothe Ouest 32600 L'ISLE JOURDAIN - FRANCE

CLAIRE GROUP A/S

F028(TEX)en v2.0

ECOC

SCOPE CERTIFICATE

Scope Certificate Number

No.EGL/199845/1223844/1

ECOCERT GREENLIFE SAS declares that

CLAIRE GROUP A/S

Licence number 199845 Marsvej 6-10

7430 IKAST DENMARK

has been inspected and assessed according to the

GLOBAL ORGANIC TEXTILE STANDARD (GOTS) - VERSION 6.0 -

and that products of the categories as mentioned below (and further specified in the annex) comply with this standard:

Product categories: Children's apparel (PC0004)

Processing steps / activities carried out under responsibility of the above mentioned company (by the operations as detailed in the annex) for the certified products:

Trading (PR0030)

This Certificate is valid until: 31 March 2022

Place and Date of Issue :

Emilie CHERHAL

Stamp of the issuing body :

L'Isle Jourdain, France 24 June 2021

ECOCERT Greenlife BP 47 - 32600 L'ISLE JOURDAIN Tél. 05 62 07 51 09 Fax 05 62 07 74 96 N° SIRET 509 534 095 00013



This Scope Certificate provides no proof that any goods delivered by its holder are GOTS certified. Proof of GOTS certification of goods delivered is provided by a valid Transaction Certificate (TC)

This certificate has been issued in compliance with a software and services certification, scope available on www.cofrac.fr.

This electronically issued document is the valid original version SCOPE CERTIFICATE No.EGL/199845/1223844/1 Licence number 199845, 24 June 2021, page 1 of 3

ECOCERT Greenlife S.A.S. - Capital 50 000 € - BP 47 - 32600 L'ISLE JOURDAIN - FRANCE Capital 50 000 € – SIREN 509 534 095 RCS AUCH – www.ecocert.com

Publication

We intend to make this COP-report available to our stakeholders. A summary of our social performance for 2020 can be found on page 36+37.

This COP-report will be available at the Global Compact homepage on www.clairewoman.com and www.hustandclaire.com.

This COP-report is also available to all employees, board members and visitors in our house.

COP RAPPORT 2020

CLAIRE GROUP

Further information available on clairewoman.dk & hustandclaire.com

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The mark of responsible forestry FSC* C160481