



COP 2020-2021

General

This Communication on Progress covers the period:

From: 02-10-2020

To: 02-10-2021

Statement of continued support by the chief executive officer

To our stakeholders

I am pleased to confirm that Atelier 2000 Uniforms-skrædderi A/S reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

When working with the Global Compact Ten Principles during the 2020-2021 period, Atelier 2000 has made progress building an electronic system and feeding it with the information necessary to make our work with due diligence more systematic, and further integrate the Global Compact Ten Principles in our company's strategies and daily practice. This, we will be working with even more intensely in the coming year when we hope not to be affected by further lockdowns due to the Covid-19 pandemic. The Covid-19 lockdowns have had a great impact on our business in 2020-2021, and made it difficult to achieve all the goals we had planned for. We had to reduce our production staff to survive this crisis financially as a business, and our focus has been on giving our reduced team of employees a good start at work after months at home during lockdown.

Despite the difficult situation, we have managed to re-organise our work with health and safety at the workplace, and three of our employees are currently under occupational health and safety training. Our non-Danish employees have completed a Danish language course preparing them for further integration in the local community, and we have increased the use of eco-labelled materials in our garments.

Sincerely yours

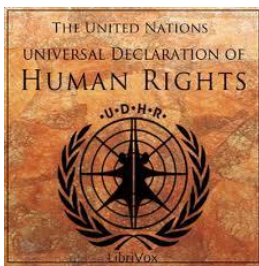
Heidi Dorothea Frank, Adm. Director

Human rights and Labour

Principles:

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 rights abuses



Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour

Principle 6: The elimination of discrimination in respect of employment and occupation.



International
Labour
Organization

Assessment, Policy and Goals

Atelier 2000's CSR policy confirms the Global Compact human rights principles and supports The Universal Declaration of Human Rights as well as the ILO and other internationally accepted standards.

Atelier 2000 will not trade with companies that do not comply with these principles and standards.

Assessment of the risks within our operational value chain occurs through the use of our code of conduct and the requirement that all our suppliers must follow this code. We have filled-in questionnaires from all our suppliers showing their commitment to Human Rights and Atelier 2000's code of conduct.

Atelier 2000 respects the employees' right to representation, including the right to join industry associations.

We do not tolerate harassment and we are committed to providing equal opportunities in employment and avoiding unlawful discrimination.

The well-being of our employees, both physically and psychologically, is one of our priorities and our aim is to keep improving our working conditions and working environment to ensure this priority.

Implementation and Measurement of Outcomes

Atelier 2000 has in place procedures regarding human rights and labour issues covering our internal and external operations.

In our own organisation, we make sure that all new employees are informed about their rights, our policies and procedures upon commencement of work at Atelier 2000. Each new employee receives a contract that also covers human rights issues.

We conduct a work environment assessment once a year and hold regular evaluation meetings to determine whether our solutions and actions have been successful. In this connection, we also go through employee/management input and examine any new applicable laws and regulations on work environment issues.

In the 2020-2021 period, we have been reorganising the structure of our work environment organisation. We have set up a new work environment group with an elected employee representative, a production leader and a secretary. All three members of the work environment group are currently under education within workplace health and safety. The group will meet once a month to discuss health and safety issues at Atelier 2000 and make suggestions.

The Covid-19 pandemic has been a dominating issue in the 2020-2021 period. Our production and office have been largely shut down for several weeks in the winter and early spring of 2021 to prevent the spread of the corona virus. It was not until the end of April 2021 before all employees were back at work again.

Unfortunately, the global crisis is affecting our business with lack of orders due to the lockdowns. We therefore had to reduce our production staff to survive financially as a business. This has caused anxiety among our employees, so our focus in spring and summer 2021 has been on giving our reduced team a good start at work despite missing colleagues, uncertainties and after weeks of isolation at home.

We continue our good habits of increased hand hygiene and cleaning frequency. Tailors who take measurements of customers are wearing personal protection to avoid infection and are asking for customers to do so equally regardless of their vaccination status. Atelier 2000 updates measures concerning Covid-19 according to the current restrictions and recommendations announced by the Danish authorities.

We have continued to raise awareness of the possibilities within our employee health insurance agreement to cover expenses for different kinds of therapies. We also continue our gymnastics programme with elastic bands three times a week to prevent ergonomic problems.

We have continued working with non-discrimination and diversity at the workplace in the 2020-2021 period. Our non-Danish employees managed to complete a Danish language course just before the Covid-19 lockdown last winter. Unfortunately, we had to dismiss some of these valued employees due to the global crisis, but we can understand that some of them continue Danish classes preparing them for further integration in the local community.

We have clear policies regarding human rights and labour issues concerning our suppliers and we are undertaking due diligence as a way of managing these issues.

Our human rights and labour policies are part of our management system for quality, environment, occupational health and safety as well as CSR, which we are currently implementing by means of an electronic system. We will work more intensely with the full implementation of our management system in the 2021-2022 period, and human rights as an integral part of our overall business strategy.

Environment

Assessment, Policy and Goals

Our aim is to reduce environmental impacts throughout our operations and uphold applicable laws and regulations.

We expect that our business partners as a minimum uphold the laws and regulations that are applicable to their businesses.

We encourage our suppliers to work with environmental issues by using third party official certification schemes and standards.

Implementation and Measurement of Outcomes

During the 2020-2021 period, we have continued building our electronic system to help our company fulfil the requirements of ISO 14001, and make our environmental work more systematic and measurable. Our environmental management system is part of our combined management system for quality, environment, occupational health and safety as well as CSR which we expect will give the synergy between these different areas that is important for us to achieve as a small company.

Our aim for the 2021-2022 period is to continue feeding our new, electronic system with the necessary data, so we can handle our business processes, policies and registrations in a more effective and structured way. We also plan to spread further knowledge about environmental issues and the management of these issues throughout our company.

Regarding our suppliers, we have in place an environmental requirements document and it is used in our due diligence work.

Additionally, we are continuously working with third party standards and certifications. Several of our suppliers in high risk countries such as Pakistan, China and Slovakia have implemented an ISO 14001 environmental management system, audit by a third party as well as Oeko-Tex certifications.

In the 2020-2021 period, we have increased our use of Oeko-Tex certified fabrics by exchanging some of our suppliers who, over a range of years, have failed to effectively cooperate with us on environmental issues concerning the manufacturing of their fabrics. We are happy that we could find alternative suppliers who were able to meet our requirements and are open for dialogue.

We will continue our dialogue and cooperation with our suppliers regarding environmental issues.

Principles:

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

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

Assessment, Policy and Goals

Atelier 2000 makes it clear in our code of conduct that we do not tolerate corruption in all its forms.

Implementation and Measurement of Outcome

Our anti-corruption policy is an integrated part of our management system for quality, environment, occupational health and safety as well as CSR.

In the 2020-2021 period, we have made further progress in creating the preconditions for better implementation of a more strategic approach to anti-corruption issues. By implementing our management system through an electronic platform, we can handle policies and registrations more systematically than before – this also applies to the area of anti-corruption.

We will continue to further implement our management system in the 2021-2022 period, so we can take a more strategic approach to anti-corruption and engage in a closer and more systematic dialogue with our suppliers.

There have been no anti-corruption violations against Atelier 2000.

Further Comments:

Activities for the next year include:

1. Continue implementing our integrated management system for quality, environment, occupational health and safety as well as CSR using the new, electronic platform
2. Improving communication and implementation of policies, strategies and processes into our daily operations and cooperation with business partners
3. Give Atelier 2000's new work environment group a good start for a more effective and structured work with occupational health and safety.
4. Further increase our cooperation with European fabric suppliers for more environmentally friendly fabrics in our garments and better preconditions for eco-labelling and certification

