

# Mammut Hoffmann

## Communication on Progress 2020-2021

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### Statement of continued support by the chief executive officer

To our stakeholders

I am pleased to confirm that Mammut Hoffmann 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.

During the 2021-2022 period, managing of social and environmental aspects has again focussed mainly on the operations relating to the production of our products. Here we started a more focussed circular economy transition as well as more emphasis on measurability and compliance confirmation.

In the coming year, we will continue to work with the Global compact ten principles throughout our daily operations and thereby continue to contribute to the UN Sustainable development goals.

Locally, Mammut Hoffmann is a member of the Danish fashion and textile associations and actively participates in CSR networking and other relevant events.

Sincerely yours

Finn Hoffmann  
Managing Director

## Sustainable responsibility

Sustainable responsibility for us means doing business responsibly with respect and support to social wellbeing of everyone associated to our operations. It means doing business with respect to the environment and the responsibility to reduce the impacts associated to our operations and products. We do this by through various actions, use of acknowledged tools and by collaborating with partners in our value chain.

We are members of Amfori BSCI /BEPI and UN Global Compact. These memberships provide us with tools and a sustainability platform and possibilities of BSCI based audits and information about social impacts. Global Compact participation also means supporting the UN Sustainable Development Goals.



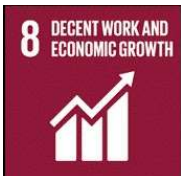
Mammut Hoffmann's goal is to advance sustainable development and as such, we aim to provide a pleasant physical and psychological work environment with very good and safe work conditions for our employees. We try to influence our business partners to do the same.

Inn this last period, we have prioritised SDG 12 and as such we initiated various activities to achieve our goals regarding responsible consumption and production. These activities are a result of our Green circular economy transition and are described in the environmental responsibility section below.

The SDGs that are directly relevant to our daily operations are:



A yearly work environment evaluation acts as a guideline to improve both the physical and psychological well-being of our employees. Staff have access to health services as required by Danish Law and are also provided with aids to enhance safety and the ergonomics of both office and warehouse tasks



Decent work for our employees means that they receive proper payment and working conditions as required by law. We are working closely together with communities for the purpose of getting people off social benefits and on to permanent jobs.



Sustainable consumption and production relate to our business practices of sourcing the products we use and the products we offer. We have a responsible Sourcing guide where the core is to source Eco-labelled products and services that are less harmful to the environment. We also work closely with our suppliers to improve the environmental impacts throughout the production of our products

In order to achieve the priorities above, Mammut Hoffmann works with concrete policies and tools within the guidelines of the Global Compact 10 principles and the Nordic Swan.

In this last period, and as a result of a yearly evaluation concerning our production facilities in the Ukraine, an executive decision was taken to conduct a third-party BSCI audit. This had to be postponed first due to Covid and now due to the Russian invasion. Our making up facility is still operational and we have offered our support to the workers that may have specific needs resulting from the invasion.

## Human Rights, Labour and Anti-corruption

### Global Compact principles are:

*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.*

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

### Policies and goals

There have not been any changes in our policies and goals and as such we are continuing to work with the same principles.

Our policies and aims are based on the Global Compact principles stated above and as such we aim to reduce impacts regarding human rights, labour and Corruption issues.

Mammut Hoffmann supports the principles contained in the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact and the fundamental principles that protect workers' rights defined in ILOs- International Labour Organisation core conventions. We have a responsibility to seek and protect human rights within our operations, throughout our value chain and in the communities where we operate.

Our main goal concerns the wellbeing of employees throughout our operations and as such, we endeavour to create a stress free and comfortable working environment.

We expect that all our business partners work with human rights issues in a responsible manner, and we expect that all our business partners support the fundamental principles described in UDHR and ILOs core conventions as a minimum.

Our Anti-corruption policy states very clearly that corruption in all its forms including extortion and bribery will not be tolerated.

We make it clear that we do not wish to trade with anyone that does not comply with UDHR and our anti-corruption policy.

### Assessment, implementation, and measurement of outcomes

The main action taken in this last period was to become a member of Amfori and learning to work with the new sustainable platform.

Amfori membership provides access to sustainable services such as BSCI/BEPI platform and tools which we can use to improve our sustainable performance. It also provides the possibility for thorough audits through accredited third-party auditors.

Joining Amfori proved to be a good corporate decision and has made the management of our supply chain regarding social aspects relating to human rights, labour and anti-corruption more structured and manageable.

### RE: Internal operations

We continue to work with our established procedures and activities to tackle any human rights, labour and anti-corruption issues.

The core of our work is based on the compulsory work environment assessment and the action plan that follows the evaluation of the assessment.

We continue to provide benefits in the form of services and procedures designed to improve the work-quality of our employees. Such benefits include complimentary fruit for employees, an end of year bonus to our workers based on the company's performance, a committee for handling employee grievances.

We participate in various projects that promote social, ethical and environmental principles and support organisations working with various humanitarian causes such as the foundation supporting children without a home and doctors without borders.

We monitor the work environment in all our sites and take action to keep the working conditions as pleasant as possible and workers are encouraged to discuss any work conditions topics at the weekly meetings and their input is noted and taken into consideration in future planning.

#### RE: Business partners

Our strategy is to work very closely with our suppliers in order to align our activities, policies, procedures and requirements according to our own and our customers code of conduct.

The most effective way of assessing our business partners and especially our suppliers is through credible third-party standards, certifications, audits and personal visits. As such we urge our suppliers to adopt accredited third-party certifications/standards such as SA 8000, Fair trade, BSCI, Sedex, etc. in order to show compliance documentation regarding our requirements.

We evaluate the supplier's situation according to answers they provide either to our questionnaire or through the audits performed and revert with input in any areas that we deem to be either unacceptable or "grey" areas. We also inform our suppliers of the various tools and resources available that can help them in their sustainability work.

We make a point of visiting all our suppliers and take the opportunity to discuss social and environmental issues and the continuous improvement of these. We continue to work closely with our suppliers concerning our sub-suppliers especially the manufacturers based in "High risk" countries.

Our procedures, requirements and activities are described in core documents that we update regularly.

Our core documents include:

- [Personnel Handbook](#)
- [Code of conduct](#)
- [Human rights and Anti-corruption policies](#)
- [Responsible sourcing guidelines](#)
- [Questionnaires for our supply chain](#)
- [Environmental and chemical requirements](#)

## Environmental responsibility

#### Global Compact principles:

*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*

#### Policies and goals

Our policies and goals remain the same: The aim of our environmental policy is to continuously work to reduce environmental impacts within our operations and with particular focus on the production stages shown below where most of the impacts occur.

Adverse environmental impact occurs mainly during the production of our products as shown below

Stage	Impacts
Production of natural and man-made fibres	Use of pesticides and herbicides, air and water emissions as well as water and energy use
Spinning/Weaving and Dyeing	Chemical use, wastewater emissions, water/energy use
Packaging and Transportation	Chemical use, air emissions
Use and End of Use	Waste emissions

### Assessment and implementation

Our assessment procedures remain the same: We continue to participate actively in projects that promote social and environmental improvements with the various stakeholders and partners in our network, such as industry associations and technology institutions.

We engage in projects that help us assess, implement and measure outcomes in the areas of: Production, manufacturing, packaging, transport, use and end of use.

Such projects act as a catalyst for new opportunities, knowledge and provide an excellent platform for meeting business partners that are working with environmental responsibility

ISO type 1 Ecolabel criteria, as well as Oeko-tex and Global compact also play an important role in the assessment of impacts, implementation of actions and measurement of outcomes. The assessment results help us in determining our CSR strategy.

We have due diligence procedures in place to help us assess new suppliers through certifications and or standards held and information regarding environmental issues such as wastewater treatment, use of chemicals, dyes, as well as information on biocides, formaldehyde etc.

Close dialogue with customers is important and allows us to inform suppliers about our and our customers environmental work and the benefits of various initiatives we are involved or have knowledge about, such as EU/Danish legislation regarding prohibited substances, heavy metals and so on.

A procedure is in place where an executive decision is made on a yearly basis about which environmental impacts and in which area of our operations the focus will be on.

### Measurement of outcomes

Since 2014 when an executive decision was made to put focus on the Production, Use and End of Use stages of our products we have participated in various projects relating to learning and using tools such as the HIGG tool and also relating to circular economy and recycling.

In this last period, we have continued to work closely with our customers and suppliers to try and reduce the environmental impacts in these areas through a circular economy transition project and a future textile requirements project.

These projects concerned the measuring of CO2 impacts relating to our company as well as CO2 footprint of our products. The hot spots are being identified and we are working with a consultant and various tools to try and determine how to best improve these impacts and work in a more circular way. We have also become a dialogue partner company for the Danish design centre relating to input in circular economy textile projects DDC is looking into.

We looked at fibre substitution such as polyester with recycled polyester and cotton with organic cotton as well as prolonging the life of our products and so far all our research points to the fact that prolonging the life time of our products is by far the most effective means in reducing environmental impacts.

We have also facilitated meaningful recycling of end of use products meetings with:

Our customers (The Danish railway authority- DSB and Tivoli).

Kolding design school regarding redesigning of end of use uniforms

Convert regarding converting textile waste into insulation and acoustic bats

We have recently sent 100 kg of end of use uniforms to a new start-up (Textile Change) concerning the recycling of these through a new technology to extract the fibres on a molecular level.

In this next period, we started a project where we are focussing on measuring of our GHG-Carbon emissions and EU Ecolabelling of selected products.

We will also continue to work with circular transition and in particular with prolonging the life of our products and the very active monitoring of recycling possibilities and better environmental solutions.