

# UN GLOBAL COMPACT 2021 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.



“

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](http://clairewoman.dk)  
& [hustandclaire.com](http://hustandclaire.com)

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+45 97 15 31 22  
[claire@claire.dk](mailto: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 Environmental, Social & Governance Report (ESG) 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 to be inspired by the 19 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 products 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 housing a CSR project for young textile entrepreneurs, SYLAB, in our local community.

The year 2021 has been a year with great optimism. 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.

We measure our performance every year and we continue setting targets within the framework of the 10 principles in UN Global Compact. We are proud to contribute to a more sustainable fashion industry today and in the future.

Ikast, August, 2022.

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:	10-08-2022
ADDRESS:	Marsvej 6 - 10 / 7430 Ikast
COUNTRY:	DK - Denmark
SECTOR:	Textile
MEMBERSHIP DATE:	11-01-2010
TELEPHONE:	+45 97153122
EMPLOYEES:	43
GENDER:	F: 37 M: 6
CONTACT NAME:	Ulla Dam
CONTACT POSITION:	Group CSR & Purchase Manager
CONTACT MAIL:	ud@claire.dk





# CLAIRE GROUP A/S CSR PROGRAM FN'S GLOBAL COMPACT

## CSR PROGRAM

### ENVIRONMENTAL WORK

Transportation policy

Environmental management

Chemical program

Oeko-Tex 100 styles

Viscose - Bamboo styles

GOTS certification

FSC certification

### ETHICS WORK

Social responsibility

SA 8000 certification

BSCI / Amfori membership

Supplier training

Animal welfare

Local partnerships / SYLAB

Anti-corruption codex

2009



2012



2019



2020





OUR  
*UN SUSTAINABLE  
DEVELOPEMENT  
GOALS (SDGS)*



“

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 goals. Our products do not contribute to fulfilment of the Global Goals, but we have learned that we can produce clothes with respect for people and planet and still be profitable. By complying with human rights and labour laws and with a strong focus on our carbon footprint, we trust we contribute to fulfilment of several of the SDG-goals.

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. We seek transparency by mapping, measuring, and setting new goals. It started in 2007 with our suppliers, today we have taken steps to unfold our carbon emission.

Examples of our everyday efforts and how we contribute to achieving the SDGs, is outlined on the following pages.

<div>2021</div> <div>WHAT WE DID</div> <div>Increased ownership to the Sustainable Development Goals in Claire Group with references in communication and internal training.</div>	<div>2022</div> <div>WHAT WE WANT</div> <div>Efforts on increased visibility on our four SDG goals, and our work with sustainability.</div>
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THE 17 SUSTAINABLE  
DEVELOPEMENT GOALS



OUR FOUR GOALS



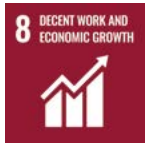
WHAT WE DO



**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 femal managers provide professionel 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 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 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 12. Responsible consumption and production**

*Ensure sustainable production patterns.*

We see responsible consumption and production as an obligation to promote sustainable production of garment, access to decent jobs, basic goods, and a better quality of life for all. Implementation helps to achieve overall development goals, reduce future footprint from production, strengthen economic competitiveness and reduce poverty. We prioritize significant on operating our supply chain, involving everyone from producer to final consumer. This includes educating consumers on sustainable consumption and lifestyle, providing them with adequate information through standards and labels on garment.



**SGD 13. Climate change**

*Urgent action to combat climate change.*

We take pride in taking urgent action to combat climate change and its impacts in Denmark and cascade our position to our supply chain and business partners world-wide. We address all opportunities to minimize our impact from manufacturing garment in Far East with distribution in Europe. We aim at sustainable consumption and “doing more with less”. We endeavour to address challenges regarding air, water, waste, and pollution in general. We have begun to implement Scope 1, Scope 2, and Scope 3 issues and use standard calculation to be able to compare our figures. We are certified with GOTS and FSC.



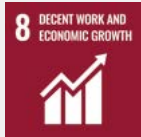
EXAMPLES OF OUR  
IMPACT ON THE SDGS



**SGD 5. Gender equality**  
*Achieve gender equality.*

A balanced representation of men and women at management 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.



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

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

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.



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

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

Handling our carbon footprint in Scope 1, Scope 2, and selected areas of Scope 3. Responsible management of waste and resources at our premises in Ikast with a strong focus on reusing cardboard boxes.

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.



*GLOBAL  
COMPACT  
GOALS*





# 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.

## 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.

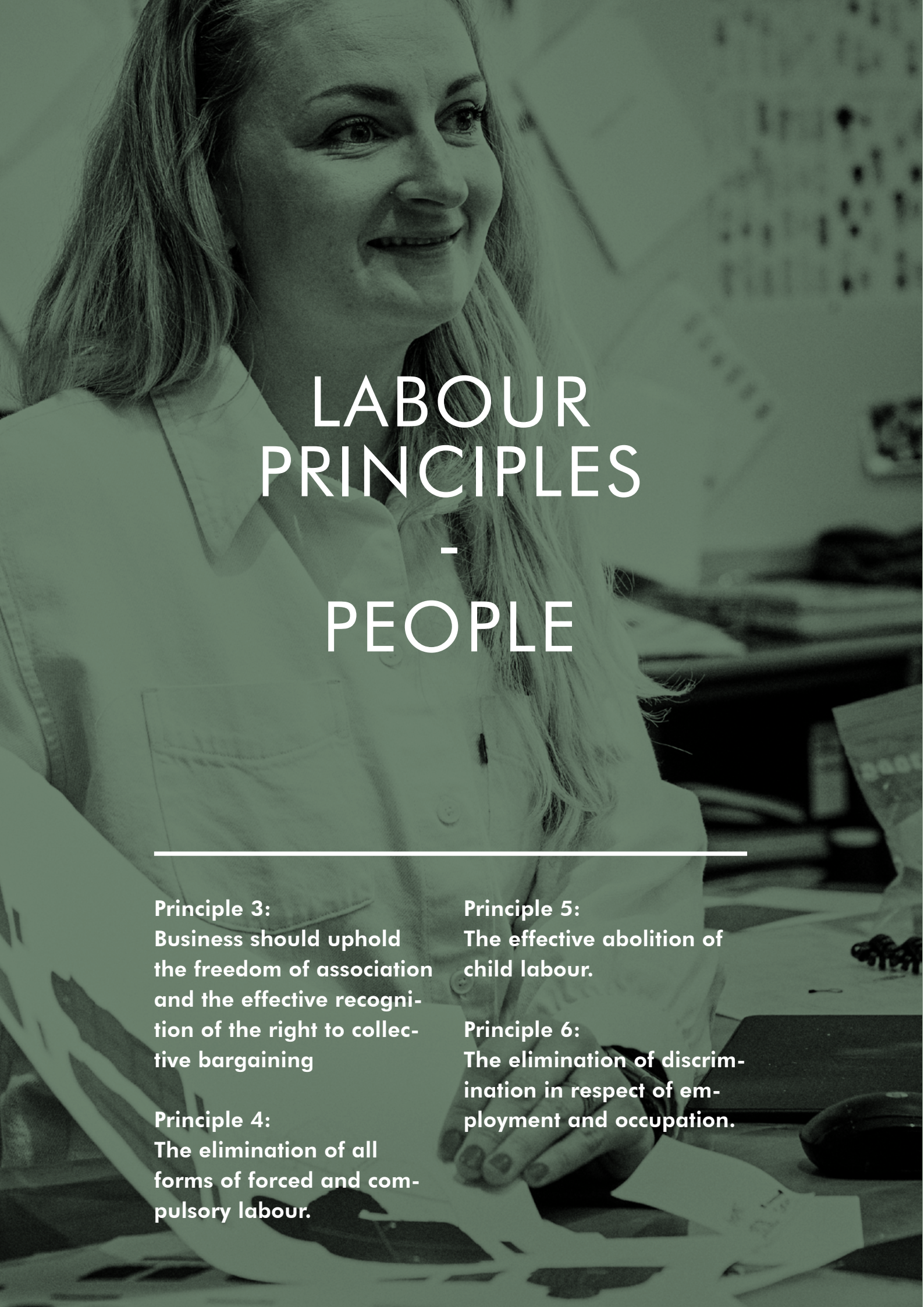
We have established a whistle-blower system to handle complaints and we have in-house awareness training in human rights and SA 8000 issues. We have an annual in-house audit, and two Bureau Veritas audits every year. Since May 2016, we have been supporting a CSR-project for young textile entrepreneurs, 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, with annual audits.
- In 2021 85 % of our employees are covered by a collective agreement
- In 2021 + 2020 98 % of all employees have received SA 8000 training
- In 2021 62 % of employees on management level or in a position of trust were women
- In 2020 78 % 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:**  
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.



## 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 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.

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 OH&S 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

We comply with Danish legislation and collective agreements and Bureau Veritas has successfully re-certified our company with SA 8000 every year since 2012. Our staff is extremely loyal and consequently, we have a lot of long-term relationships. Our absence in 2020 was 6 %. However, cleaned from one long-term illness and maternity leave, it was 1,09 %, which is extremely low in DK.

We are auditing our suppliers according to an audit plan and we monitor that corrective action plans are completed whenever we or a supplier fail to comply with the Code of Conduct. There is no forced or compulsory labour in the company or at our supplier premises and all basic labour standards are observed and audited at our suppliers. Our SA 8000 procedures and our commitment to

## ACTIVITIES

Employees in headquarters are organized in unions as we respect freedom of association and the right to collective bargaining. The company is covered by three collective agreements. Compensation and overtime payment meet the Danish minimum standard or the relevant collective 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 8000 standard and procedures. We have an OH&S Organisation with representatives from the workers and the management group. Our OH&S-work is very well organized. We assess any labour related risk or accident at Claire Group A/S as well as any "close to" accidents. We have 6 weeks of vacation and paid sick leave. We have



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

- Our OH&S-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 2020 or 2021.
- In 2021 it was not possible to have employees on special terms equivalent to ½ man year due to Covid19.
- 100 % of all employees have a private health insurance.
- 85 % of all employees are covered by a collective agreement.
- 29 % of all employees hold a first aid certificate and 21 % with firefighting skills.
- We have established a whistle-blower system.
- In 2021 78 % (88 % 2022) 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. Due to COVID 19 suppliers are challenged by expired audits.

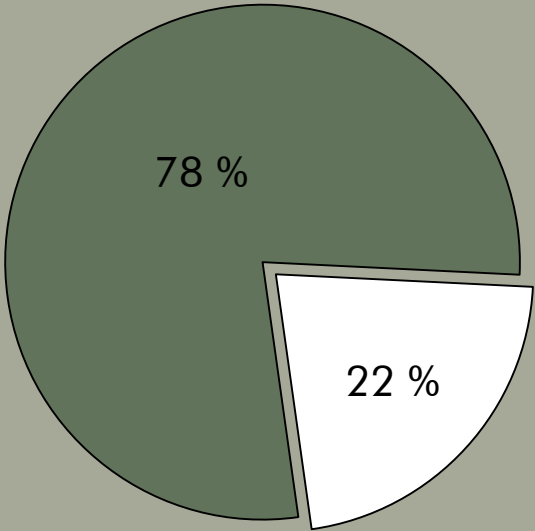
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Our work with supplier performance is an important anchor in our CSR-strategy. Today we are proud to announce, that 78 % of our garment (buying volume) comes from factories audited with A, B, or C in the BSCI-Amfori system.

Ulla Dam, Group CSR & Purchase Manager

SUPPLIER MAPPING

Green suppliers: A,B,C in Amfori-BSCI system = 78 %.  
White: The rest = 22 %.







# ENVIRONMENT - PLANET

**Principle 7:**  
Businesses should support  
a precautionary approach  
to environmental chal-  
lenges.

**Principle 8:**  
Undertake initiatives to  
promote greater environ-  
mental responsibility.

**Principle 9:**  
Encourage the develop-  
ment and diffusion of  
environmentally friendly  
technologies.

## COMMITMENT

We strive to minimize the footprint we set from produ-  
cing garments and we are aware of our environmental  
responsibility. We have a policy on environment and trans-  
portation. 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 tech-  
nologies and help to improve knowledge of environmen-  
tally friendly labels, OEKO-TEX 100, GOTS and FSC.

## ACTIVITIES

Our waste management system forces us to recycle when-  
ever it is possible, and we measure our in-house consump-  
tion 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 che-  
micals programme, which our suppliers must follow includ-  
ing tests made by Bureau Veritas. We have a collection of  
organic cotton styles for children, GOTS and a collection  
of styles made of bamboo fibres. We also increase the  
number of styles with OEKO-TEX 100 year after year.

We support 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 suppliers. We have started a feasibility study  
to identify and measure our footprint (GHG) Scope 1,  
Scope 2, and selected areas of Scope 3.

## OUTCOME

The consumption of electricity in 2021 is at same level as  
in 2016. Our investment in low energy lighting have prov-  
en successful and has been earned back. We are focused  
on reduction of our waste, and we recycle as much as  
possible. In 2021, our figures on waste increased due to  
seriously cleaning up in the warehouse in 2020-2021. Also  
heat increased do to more tenants in the house.  
Our transport by air was 10 % in 2021. In 2021 we had  
280 styles certified with GOTS and in 2020 we became  
certified with FSC to make garment in FSC-certified vis-  
cose.

We have tested 20 qualities in 2021 according to our  
chemical testing programme. No tests failed. See our total  
measurements below.

- In 2021 our electricity consumption is on level with  
2016 and our consumption of heat increased  
by 7,5 %. Our commercial waste has increased  
by 7 % (2016=100).
- Water consumption in 2021 was back to level after  
abnormal figure in 2019 – due to water damage.
- We sail and rail 90 % of our goods to Europe from  
our Far East suppliers. 10 % by air.
- 94 % of suppliers (BV) have signed our restricted  
chemicals programme.
- In 2021 Bureau Veritas tested 20 qualities according  
to our restricted chemicals programme with limit  
values in EU-Reach and Norwegian legislation.  
No tests failed.
- In 2021, we had 280 styles with GOTS.
- In 2020, we became certified with FSC, and in 2021,  
we had 12 styles with FSC.



# ANTI-CORRUPTION — PROFIT

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



## COMMITMENT

At Claire Group 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.

## OUTCOME

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

- Since 2012 our anti-corruption policy has been a part of our staff handbook.
- In 2021 we had no cases regarding bribery or anti-corruption from the whistle-blower scheme.
- In 2021 79 % of our suppliers (BV) are audited A, B or C in Amfori-BSCI system.

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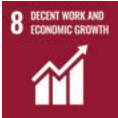


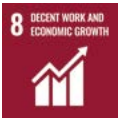



Claire Group introduced us to CSR in 2010. We accepted the challenge and today we have a very profitable relationship.

Kumar, India



*KEY*  
*PERFORMANCE*  
INDICATORS  
AND GOALS



Key Performance Indicators	Policy	System	KPI 2021 Headquarters	KPI 2021 Suppliers	Goals 2022 Headquarters	Goals 2022 Suppliers																																				
<b>Human Rights</b>   	YES	<b>Headquarters:</b> SA 8000 management system + Three collective agreements  <b>Suppliers:</b> Amfori-BSCI incl. audits	<b>Headquarters:</b> <ul style="list-style-type: none"><li>SA 8000 new certification in Dec. 2021</li><li>98 % of all employees with SA-8000 training in 2020 or 2021</li><li>62 % of management level or in a position of trust are women</li><li>85 % of employees covered by a collective agreement</li></ul>	<b>Suppliers:</b> <ol style="list-style-type: none"><li>97 % of BV with first audit</li><li>79 % of BV are audited A, B or C in Amfori-BSCI</li><li>The rest of the suppliers with screening</li></ol>	<b>Headquarters:</b> <ul style="list-style-type: none"><li>95 % of all employees with SA-8000 training in 2022</li><li>A balanced representation of men and women on management level</li><li>85 % of employees covered by a collective agreement</li></ul>	<b>Suppliers:</b> <ol style="list-style-type: none"><li>97 % with first audit</li><li>80 % of BV are audited A, B or C in Amfori-BSCI</li><li>The rest of the suppliers with screening + risk analysis</li></ol>																																				
<b>Labour Standards</b>   	YES	<b>Headquarters:</b> SA 8000 management system + Three collective agreements  <b>Suppliers:</b> Amfori-BSCI incl. audits	<b>Headquarters:</b> <ul style="list-style-type: none"><li>SA 8000 new certification in Dec. 2021</li><li>98 % of all employees with SA-8000 training in 2020 or 2021</li><li>85 % of employees covered by a collective agreement</li><li>29 % of all employees with first aid certificate</li><li>21 % with firefighting certificate</li><li>Half man year employed on special terms not met.</li></ul>	<b>Suppliers:</b> <ol style="list-style-type: none"><li>97 % of BV with first audit</li><li>79 % of BV are audited A, B or C in Amfori-BSCI</li><li>The rest of the suppliers with screening</li></ol>	<b>Headquarters:</b> <ul style="list-style-type: none"><li>95 % of all employees with SA-8000 training in 2022</li><li>½ man-year employed on special terms.</li><li>85 % of employees covered by a collective agreement.</li><li>Min. 10 % with first aid certificate</li><li>Min. 10 % with firefighting certificate</li></ul>	<b>Suppliers:</b> <ol style="list-style-type: none"><li>97 % with first audit</li><li>80 % of BV are audited A, B or C in Amfori-BSCI</li><li>The rest of the suppliers with screening + risk analysis</li></ol>																																				
<b>Environment</b> 	YES	<b>Headquarters:</b> GOTS and FSC certifications. Clever Care Campaign.  <b>Suppliers:</b> Restricted chemicals programme incl. tests	<ul style="list-style-type: none"><li>FSC certification in May 2020.</li></ul> <table><tr><th></th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>Waste in KG</td><td>11440 (2016=12972)</td><td>14648</td><td>15463</td></tr><tr><td>Electricity in Kwh</td><td>127784 (2016=147032)</td><td>123167</td><td>140454</td></tr><tr><td>Water in M3</td><td>5783 (p.31) (2016=723)</td><td>464</td><td>538</td></tr><tr><td>Heat in Kwh</td><td>650445 (2016=707453)</td><td>609769</td><td>760476</td></tr><tr><td>Transportation by Ship/aeroplane</td><td>92 % 8 %</td><td>87 % 13 %</td><td>90 % 10 %</td></tr></table>		2019	2020	2021	Waste in KG	11440 (2016=12972)	14648	15463	Electricity in Kwh	127784 (2016=147032)	123167	140454	Water in M3	5783 (p.31) (2016=723)	464	538	Heat in Kwh	650445 (2016=707453)	609769	760476	Transportation by Ship/aeroplane	92 % 8 %	87 % 13 %	90 % 10 %	<b>Suppliers:</b> <ol style="list-style-type: none"><li>94 % of BV with signed chemicals programme</li><li>20 qualities tested by BV</li><li>280 GOTS styles = 16% BV</li><li>12 FSC styles</li></ol>	<table><tr><th></th><th>2022</th></tr><tr><td>Waste in KG</td><td>15500</td></tr><tr><td>Electricity in Kwh</td><td>140000</td></tr><tr><td>Water in M3</td><td>538</td></tr><tr><td>Heat in Kwh</td><td>760000</td></tr><tr><td>Transportation by Ship/aeroplane</td><td>92 % 8 %</td></tr></table> <ul style="list-style-type: none"><li>Styles with certification = 55 % BV.</li><li>Feasibility study regarding carbon footprint calculation (GHG)</li></ul>		2022	Waste in KG	15500	Electricity in Kwh	140000	Water in M3	538	Heat in Kwh	760000	Transportation by Ship/aeroplane	92 % 8 %	<b>Suppliers:</b> <ul style="list-style-type: none"><li>95 % of BV with signed chemical program</li><li>Inspections by Bureau Veritas on readymade garment from core suppliers equivalent to minimum 20 qualities tests per year</li></ul>
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Water in M3	538																																									
Heat in Kwh	760000																																									
Transportation by Ship/aeroplane	92 % 8 %																																									
<b>Anti-corruption</b> 	YES	<b>Headquarters:</b> SA 8000 management system. Anti-corruption Codex. Whistle-blower.  <b>Suppliers:</b> Amfori-BSCI incl. audits	<b>Headquarters:</b> <ul style="list-style-type: none"><li>No cases regarding Anti-corruption,</li></ul>	<b>Suppliers:</b> <ol style="list-style-type: none"><li>97 % of BV with first audit</li><li>79 % of BV are audited A, B or C in Amfori-BSCI</li><li>The rest of the suppliers with screening</li></ol>	<b>Headquarters:</b> <ul style="list-style-type: none"><li>All cases solved</li></ul>	<b>Suppliers:</b> <ol style="list-style-type: none"><li>97 % with first audit.</li><li>80 % of BV are audited A, B or C in Amfori-BSCI.</li><li>The rest of the suppliers with screening + risk analysis</li></ol>																																				





**Bureau Veritas Certification**

# Bureau Veritas Certification Holding SAS

## SA8000 MANAGEMENT SYSTEM CERTIFICATION CERTIFICATE

Certificate Number: IT312048      Rev: 1

*This is to certify that*  
**CLAIRE GROUP A/S**

Marsvej 6-10 - 7430 IKAST (Denmark) - -

*Has been found to confirm with an appropriate and effective management system that meets the requirements of Social Accountability Management System Standard.*

**SA 8000:2014**  
**Scope of certification**

*The scope of certification described by this certificate relates to the empowerment and protection of all personnel who provide products or services for that organisation at the above address, including personnel employed by the organisation itself for the following activities:*

**International fashion house with Danish design, development, innovation, purchase, logistic center, marketing and sale to retail customers.**

Date of initial certification:

**25-July-2012**

This Certificate is Valid Until:

**21-December-2024**

The Certification Audit Was Performed and Supervised By:

**209843**

*BV id of SA8000 Lead Auditor*



**SA 8000**

Place and Date:

**Italy, 22-December-2021**

For and On Behalf Of Bureau Veritas Certification Holding SAS

*Disclaimer – Signature is not mandatory as it is Electronically generated certificate*

**Philippe Jeanmart**  
**President and Managing Director**

**Note: Lack of fulfilment of the conditions specified in the appropriate Certification Agreement may render this Certificate invalid.**

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." Additionally, all SA8000 certificate shall contain the address of the SAAS website ([www.saasaccreditation.org/certification](http://www.saasaccreditation.org/certification)) where stakeholders can confirm the validity of an accredited SA8000 certificate.

This Certificate Is Issued By SAAS Accredited Unit: Bureau Veritas Certification Holding SAS Le Triangle de l'Arche, 8, cours du Triangle - CS 9009692937 Paris la Defense Cedex – France

Format No: SA/F/08, Rev 5.2

1/1

November 2020





The mark of responsible forestry

## Certificate of Registration

*This is to certify that*  
**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:

**SA-COC-008068**

Issue Number 1.0

**FSC-C160481**

Soil Association Certification Limited  
Spear House, 51 Victoria Street  
Bristol, BS1 6AD  
United Kingdom

**30 September 2020**  
**29 September 2025**

Subject to successful annual surveillance

**Kevin Jones**  
**Kevin Jones, Head of Forestry**

CA-COC-006-17 Nov 2018 © Prepared by Soil Association Certification Ltd. FSC Licence Code FSC® A000525

\*This certificate is only valid for sale of FSC products when accompanied by a current product schedule. Validity of this certificate shall also be verified by checking the FSC database: [info.fsc.org](http://info.fsc.org) or by contacting Soil Association Certification: [forestry@soilassociation.org](mailto:forestry@soilassociation.org) This Certificate is the property of Soil Association Certification Ltd and all copies or reproductions of the certificate shall be destroyed or returned to the Soil Association Certification Ltd immediately, on request.

A description of the products, sites or services that are included in the scope of the certificate may be obtained from Soil Association Certification on request.

This certificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC certified (or FSC controlled wood). Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on invoices and shipping documents.



F028(TEX)en v3.0

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



SCOPE CERTIFICATE

Scope Certificate Number No.EGL/199845/GOTS/1394391/1

ECOCERT GREENLIFE SAS certifies that

CLAIRE GROUP A/S

Licence number 199845

Marsvej 6-10  
IKAST 7430 DENMARK

has been audited and found to be in conformity with the

GLOBAL ORGANIC TEXTILE STANDARD (GOTS) Version 6.0  
GOTS certification process of Ecocert Greenlife (version in force)

Product categories as mentioned below (and further specified in the product appendix) conform with the standard(s):  
Babies apparel (PC0003); Children apparel (PC0004); Women apparel (PC0002)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover  
Trading (PR0030)

\*The processes marked with an asterisk may be carried out by subcontractors.

This Certificate is valid until: 2023-03-31

Place and Date of Issue:  
L'Isle Jourdain, France, 2022-05-10

Certification Body

Standard Logo

Emilie CHERHAL



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



Certification Body Accredited by: Cofrac ; Accreditation Number 5-0520  
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) covering them.  
The issuing body may withdraw this certificate before it expires if the declared compliance is no longer guaranteed.  
For directions on how to authenticate this certificate, please visit GOTS' web page 'Approved Certification Bodies'  
ECOCERT Greenlife, mark ECOCERT, accreditation n°5-0520, Products and Services certification, scope available on [www.cofrac.fr](http://www.cofrac.fr).

This electronically issued document is the valid original version

Licence number 199845

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](http://www.ecocert.com)

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Publication

We intend to make this COP-report available to our stakeholders. A summary of our social performance for 2021 can be found on page 36+37.

This COP-report will be available at the Global Compact homepage on [www.clairewoman.com](http://www.clairewoman.com) and [www.hustandclaire.com](http://www.hustandclaire.com).

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



# CLAIRE GROUP

Further information available on  
[clairewoman.dk](http://clairewoman.dk) & [hustandclaire.com](http://hustandclaire.com)

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The mark of  
responsible forestry  
FSC® C160481