

J.A.K. Workwear A/S

Communication on Progress 2021-2022

Statement of continued support by the chief executive officer

To our stakeholders

I am pleased to confirm that J.A.K. Workwear 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, the operations relating to the production of our fabrics and manufacture of our garments have been the main focus of our CSR work.

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.

J.A.K. is a member of the amfori and actively participates in CSR networking and other relevant events.

Sincerely yours

Michael Withen

Managing Director

Introduction

Corporate sustainability for us means doing business responsibly by reducing the environmental impacts whilst supporting social wellbeing through collaboration with partners in our value chain.

We work with the Global Compact 10 principles in order to conduct our business responsibly and in doing so, we are contributing to advance the UN Sustainable Development Goals below:

SDG 3 Good health and well-being:

SDG 5 Gender equality: Our policy and what we work towards is that everyone should receive equal treatment and not be discriminated against based on their gender.

SDG 8 Decent work and economic growth: We aim to provide decent work and promote sustainable economic growth with productive employment

SDG 12 Responsible consumption and production: We work very closely with our supply chain and our customers to promote sustainable consumption and production

SDG 13 Climate action. We are actively participating in projects aiming to find better solutions relating to environmental impacts throughout the life cycle of our products

Our approach to our CSR work is based on:

- Measuring our risks and defining our policies, sustainable goals and measures needed
- A commitment for a constant and transparent improvement of our own and our supply chain sustainable performance
- Utilisation of new technologies and information to contribute to better, more sustainable products
- A close collaboration and alignment with customers quality, ethical, social and environmental requirements
- A close cooperation with the supply chain so that guidelines, requirements and verification procedures are clear to all
- Use of credible tools such as standards, certifications, Ecolabels and audits will serve as the platform and set the benchmarks in verifying and documenting compliance.

Human Rights, Labour and Anti-corruption

Policies and goals

J.A.K. 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.

J.A.Ks stand on human rights is clear; compliance with the universal declaration of human rights is a must throughout all of our operations.

We are working actively with our policies and goals regarding human rights and labour issues. Our main goal encompasses the wellbeing of employees throughout our operations and as such, we endeavour to create a stress free and comfortable working environment.

We expect that our suppliers and sub-suppliers work with labour issues as specified in our or Amfori's code of conduct.

We expect as a minimum that suppliers uphold the country's rules and legislation covering labour issues.

Corruption in all its forms including extortion and bribery are not tolerated.

We do not trade with suppliers that break the corruption principles and with any suppliers that do not comply with the universal declaration of human rights.

In the coming year, J.A.K. will continue to work with human rights and labour issues internally, and will work towards ensuring that our suppliers are all aligned with the UNGC principles.

Assessment, implementation, and measurement of outcomes

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

We work with the compulsory "APV" – work environment assessment and action plan and we provide benefits in the form of services and procedures designed to improve the work-quality of our employees.

Moreover, we participate in various projects that promote social, ethical and environmental principles.

We monitor the work environment in all our sites and take action to keep the working conditions as pleasant as possible.

Workers are encouraged to discuss any work conditions topics at the regular meetings and their input is noted and taken into consideration in future planning.

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

This last year, we have worked very closely with our suppliers in aligning our activities, policies and procedures according to our own and our customers code of conduct.

We:

- Assess our suppliers according to their stand and performance regarding human rights, anti-corruption, labour and environment and we urge our suppliers to adopt accredited third-party certifications/standards/memberships such as EU or Nordic Ecolabels, Amfori, SA 8000, etc. These credible third party initiatives act as our guide in our assessment and evaluation and provide us with compliance documentation regarding our requirements.
- Work closely with our suppliers concerning our sub-suppliers as well as the making up facilities.
- 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.
- Inform our suppliers of the various tools and resources available that can help them in their sustainability work.

- Make a point of visiting all our suppliers and take the opportunity to discuss social and environmental issues and the continuous improvement of these.

Environment

Policies and goals

The objective is to continuously improve our environmental performance.

Adverse environmental impact occurs mainly during the production of the raw materials, the production of fabric, during transport and at the End of Use (EOU) stage. We are therefore continuously working to address these impacts by focusing either on a specific product group or a specific stage in the life cycle of the products.

Our overall environmental objective is to reduce environmental impacts related to our products and processes within our operations. This includes our internal operations (relating to offices, warehouses and sewing facilities) as well as our supply chain that includes the manufacturing of materials and products.

Assessment, implementation, and measurement of outcomes

We have undertaken a number of projects relating to environmental issues and in particular our products performance

Ecolabel criteria, as well Oekotex 100/Step play an important role in the assessment, implementation and measurement of outcomes. We use the criteria to help us in determining our CSR strategy.

We have procedures in place to help us assess new suppliers through information about whether a particular company holds any certifications and which, we are also informed of other environmental issues such as waste water treatment, use of chemicals, dyes, as well as information on biocides, formaldehyde etc.

Close dialogue with suppliers is important and allows us to inform suppliers about our and our customers environmental requirements and the benefits of various initiatives, EU/Danish legislation regarding prohibited substances, heavy metals and so on. Close dialogue also means that our business partners have the opportunity to change “bad environmental practices”.

Businesses with very critical environmental issues are confronted and consequences include the termination of current business activities. This occurs for example when a producer is violating National laws, non-treatment of waste- water and so on.

implementation

An executive decision was made to put focus on the environmental impacts relating to our operations and especially to our products.

The first step was to determine our current situation and identify impacts “Hot spots” regarding fibre/material use, production of fabrics, packaging and transport.

The second step was to determine whether or what could be done to reduce our impacts

As a result, an executive decision was made to focus on the production of the fibres and fabrics and an external expert consultant was hired to help us reduce impacts in this area.

The result today is that 95% of the fabrics we use come from a supplier that has Ecolabelled these with the EU Ecolabel.

This means that these Ecolabelled fabrics comply with very strict criteria throughout the life cycle. F.X. The emissions of VOCs during polyester production is less than 1.2g/kg for pet chips and 10.3g/kg for filament fibre. The antimony level must be less than 260ppm. There also strict criteria for cotton fibres, chemicals and processes, and Fitness for use

This next period we will focus on the garments regarding the Use and End of Use and as such we are monitoring the market for better more circular solutions.