

Statement of Support 2021/22

Brief description of Kluntz A/S:

Kluntz A/S was founded in 1996. We sell incentive product marketing and provide our customers with good service and consultation on the best promotional product to serve their purpose.

We create value for our customers by providing them with corporate clothing, promotional products, and gift items that are tailored to their company and its needs. We believe that by having a strategic approach to incentive marketing products, our customers can achieve motivation, brand recognition, visibility, and credibility.

We consider our commitment to responsible production and consumption an added value to our products. In short, by buying their products from us, our customers can improve their brand image.

At Kluntz, our primary service is guiding our customers in the selection of the ideal product. This includes quality and the general match between their needs and the product's properties. We take pride in promoting responsible alternatives to most of the products we sell. We always guide our customers into making the most considerate and responsible choice among the available options.

The management of Kluntz A/S is very committed to working with sustainability and responsible practices in mind. It is the ambition to continuously optimize the internal processes in the company. Therefore, Kluntz A/S is ISO9001 and ISO14001 certified. These certifications have helped establish processes and procedures that ensure good management systems. The management systems incorporated to meet these certifications help us in managing CSR as well.

Kluntz A/S is mainly focused on contributing to the Sustainable Development Goal no. 12: Ensure sustainable consumption and production patterns.

HUMAN RIGHTS	
Principle 1	Business should support and respect the protection of internationally proclaimed human rights
Principle 2	Make sure that they are not complicit in human rights abuses
Kluntz A/S' commitment to the principles:	

Kluntz A/S supports the Universal Declaration of Human Rights and the UN Guiding Principles on Human Rights. And through our auditing program we focus on implementing these principles.

How Kluntz A/S have implemented the principles of Human Rights:

Kluntz is a member of Amfori to manage our social and environmental impacts and to implement the principles of Human Rights in our supply chain.

Amfori is a leading supply chain management system that supports companies to drive social compliance and improvements within the factories in their global supply chains. The principles are based on ILO conventions, the UNGP on Business and Human Rights as well as the OECD Guidelines.

Amfori companies take active part in developing and implementing a system for improved working conditions in the global supply chain. Amfori offers a single implementation system and one Code of Conduct. This creates a unique opportunity to gain leverage at the supplier level and move forward on the sustainability agenda.

Amfori audits the following Performance Areas:

1. Management system and cascade effect
2. Workers' involvement and protection
3. Freedom of association and collective bargaining
4. No discrimination
5. Fair remuneration
6. Decent working hours
7. Occupational health and safety
8. Child labour
9. Young workers
10. No precarious employment
11. No bonded labour
12. Protection of the environment
13. Ethical business behaviour

Kluntz A/S mainly works with factories based in China.

Managing Human Rights there is a challenge. The country is currently rated as high-risk. Through our membership of Amfori and the Danish Ethical Trading Initiative, we support initiatives that

focus on the vulnerable workers in our supply chain and help them to seek better working conditions.

We have developed a Child Labour Policy that is to be distributed to, as well as signed and implemented by, our suppliers.

The Child Labour Policy defines what will happen if we discover that any of our suppliers use Child Labour. Instead of just firing the child and terminating our partnerships with the supplier, Kluntz and our suppliers will take joint responsibility for the future of the child to ensure that the child does not end up worse off than he/she was.

The measurement of outcomes in 2021 regarding Human Rights/ plans for 2022:

We have many different product groups and therefore a long list of suppliers that needs to be managed. However, many of our suppliers are established brands who already have good and well-defined compliance programs that we trust.

The suppliers who we will instead focus on are the ones where we are dealing with them directly through our close partners in Hong Kong.

Naturally the Covid-19 pandemic have influenced the factories that we are working with and visiting the factories have been difficult.

In 2022 we have decided to discontinue our membership of Amfori, as we were not able to get all the suppliers to commit to this. Therefore, we will rather keep a close cooperation with our partner in Hong Kong to maintain an audit program. Of course, we will still be looking for suppliers who have a third party audit – regardless, if it is BSCI, Sedex, WRAP or similar and will take into consideration the findings of these audits.

LABOUR	
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

Kluntz A/S supports and adhere to the fundamental labour principles and International Labour Rights. We also respect and adhere to the principles of freedom of association and the right to collective bargaining, both locally and in our supply chain.

How Kluntz A/S have implemented the principles:

Kluntz A/S follows the Danish Labour Law, and we are being audited against it by the Danish Working Environment Authority on a regular basis.

Kluntz is a member of Amfori to manage our social and environmental impacts and to implement the principles of Labour Rights in our supply chain.

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ENVIRONMENT	
Principles 7	Business should support a precautionary approach to environmental challenges
Principles 8	Undertake initiatives to promote greater environmental responsibility
Principles 9	Encourage the development and diffusion of environmentally friendly technologies

Kluntz A/S' commitment to the principles:

At Kluntz A/S, we fully acknowledge our responsibility in protecting the environment and to minimize our environmental footprint throughout the entire supply chain. We set demands for ourselves as well as our suppliers.

How Kluntz A/S have implemented the principles:

Kluntz A/S have always had a focus on environmental issues in-house, by using energy saving light bulbs, being cautious when printing, and building a low energy consuming office and warehouse.

Kluntz is ISO14001 certified. This certification works as a framework for better management control which then results in reducing our environmental impacts. It gives us a management tool to reap the benefits of environmental management.

Through the Amfori Code of Conduct there is a focus on environmental issues and when auditing the factories, the overall rating also reflects the positive or negative impact on the environment.

The measurement of outcomes in 2021 regarding Environmental Protection/plans for 2022:

Our ISO14001 certification has helped us and given us tools to identify and react on any negative impact on the environment that our business may have.

For our supply chain, we will work closely with our partners in Hong Kong to implement proper environmental management systems at the suppliers' sites, which is aligned with our Code of Conduct.

ANTI CORRUPTION

Principle 10	Business should work against all forms of corruption, including extortion and bribery
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Kluntz A/S' commitment to the principles:

It is part of our requirements that suppliers must strive to avoid corruption in their supply chain. Under no circumstance must they be involved directly in any cases involving taking or offering bribes.

If we experience a supplier offering us a bribe, it will be reported immediately, and our business relationship will be terminated.

How Kluntz A/S have implemented the principles:

It is a clear policy for all our employees in the office in Denmark, that if offered a bribe, they should refuse this and report the incident to the management instantly. They are also aware, that they are not to offer a bribe to any of our stakeholders at any time; this will be reason for termination of employment contract.

Once we embark on a new business relationship, we explain the principles of the Amfori Code of Conduct to them and what we mean when we say that we are against any form of corruption.

The measurement of outcomes in 2021 regarding anti-corruption/ plans for 2022

There have been no incidents reported during the last year and since we operate from one of the least corrupt countries and primarily buy from other EU countries, we have limited risk of experiencing corruption in our business relationships.

However, the production countries where we are operating can have issues around anti-corruption which is why we have developed an Anti-corruption Policy for our internal staff and suppliers.

We are hoping to implement it in 2022.

How to communicate this COP to our stakeholders

It is always important for Kluntz A/S to make our stakeholders aware of the work that we are doing in relation to sustainability and managing a responsible business. We strive to always be transparent about our actions, both at the headquarters, but also how we do business in the global supply chain.

We are members of the Danish Trading Initiative to communicate the issues we experience in our supply chain and engage in dialogues to solve many of these issues.

Our homepage contains information about the work that we are doing and the fact that we are a proud member of Amfori, The Danish Ethical Trading Initiative and The UN Global Compact.