



COP 2021-2022

General

This Communication on Progress covers the period:

From: 02-10-2021

To: 02-10-2022

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 2021-2022 period, Atelier 2000 has had focus on sourcing sustainable materials and increasing the use of eco-labelled materials in our garments. This involved building new relationships to fabric suppliers with production in Europe.

We have established a new organisation for our work with health and safety at the workplace, and expect this to result in a more efficient and systematic way of working with health and safety in our company. This was important to us after a period with Covid-19 lockdowns and staff reduction, so a lot of our focus has been on re-establishing a normal day-to-day working life for our employees as well as on re-building our team in connection with increased activity upon the re-opening of society.

We have continued building an electronic system 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 intensely in the coming year when we expect to digitalise large parts of our administration, and in this connection integrate due diligence into our processes across different business activities.

Sincerely yours

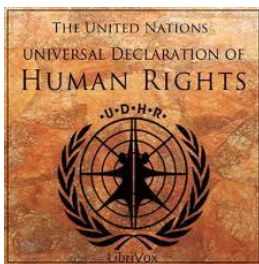
Heidi Dorothea Frank, Adm. Director

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 2021-2022 period, we have established a new work environment organisation with an elected employee representative, a production leader and a secretary. All three members of the work environment group have completed their education within workplace health and safety. The group has made the first evaluation of health and safety at Atelier 2000 and will meet continuously in order to follow up on any issues.

After a period with lockdowns due to the Covid-19 pandemic and a reduction of our staff in connection with the global crisis, the 2021-2022 has been affected by an increase of orders and activities at Atelier 2000 as Danish society largely opened up again in 2022.

While we had to reduce our production staff in 2020-2021, we now had to hire staff again and re-build our team in order to meet the increasing demands from our customers. We were suddenly very busy again and a lot of our focus has been on re-establishing a well-functioning every day working life and good working environment for our employees.

We still continue our good habits of increased hand hygiene and cleaning frequency in order to avoid the spread of Covid-19 and other viruses which we are aware will flourish after a period of social distancing.

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 2021-2022 period. We have been glad to welcome back many of our valued non-Danish employees, some of which we had to dismiss in 2020-2021. Some had continued the Danish language classes they had been starting as part of their employment at Atelier 2000, and this has prepared them for further integration into our organisation and Danish society in general. We are looking forward to further integrate employees with different cultural backgrounds into our company.

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 continuously implementing by means of an electronic system. We will work very intensely with the full implementation of our management system in the 2022-2023 period, as we are planning to digitalise large parts of our administration as well as production planning. In this connection, we will implement procedures for a more systematic work with due diligence 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 2021-2022 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 2022-2023 period is to continue feeding our 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 2021-2022 period, we have further increased our use of Oeko-Tex certified fabrics. We have built new business relationships with fabric suppliers that produce in Europe and are able to meet our requirements for environmental certificates and labels. We will continue working with these suppliers in the 2022-2023 period with the aim of increasing the percentage of eco-labelled materials in our garments.

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

Assessment, Policy and Goals

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

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

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 2021-2022 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 2022-2023 period as we plan for digitalisation of our administrative processes, production planning and other activities in our company. This will help us 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 further implementation of our integrated management system for quality, environment, occupational health and safety as well as CSR in connection with the planned digitalisation of our administration and other activities.
2. Improve communication and implementation of policies, strategies and processes into our daily operations and cooperation with business partners.
3. Support Atelier 2000's new work environment group in implementing a more effective and structured work with occupational health and safety.
4. Strengthen our cooperation with European fabric suppliers for more environmentally friendly fabrics in our garments and better preconditions for eco-labelling and certification.