

NUDIE JEANS

# Social Report 2017

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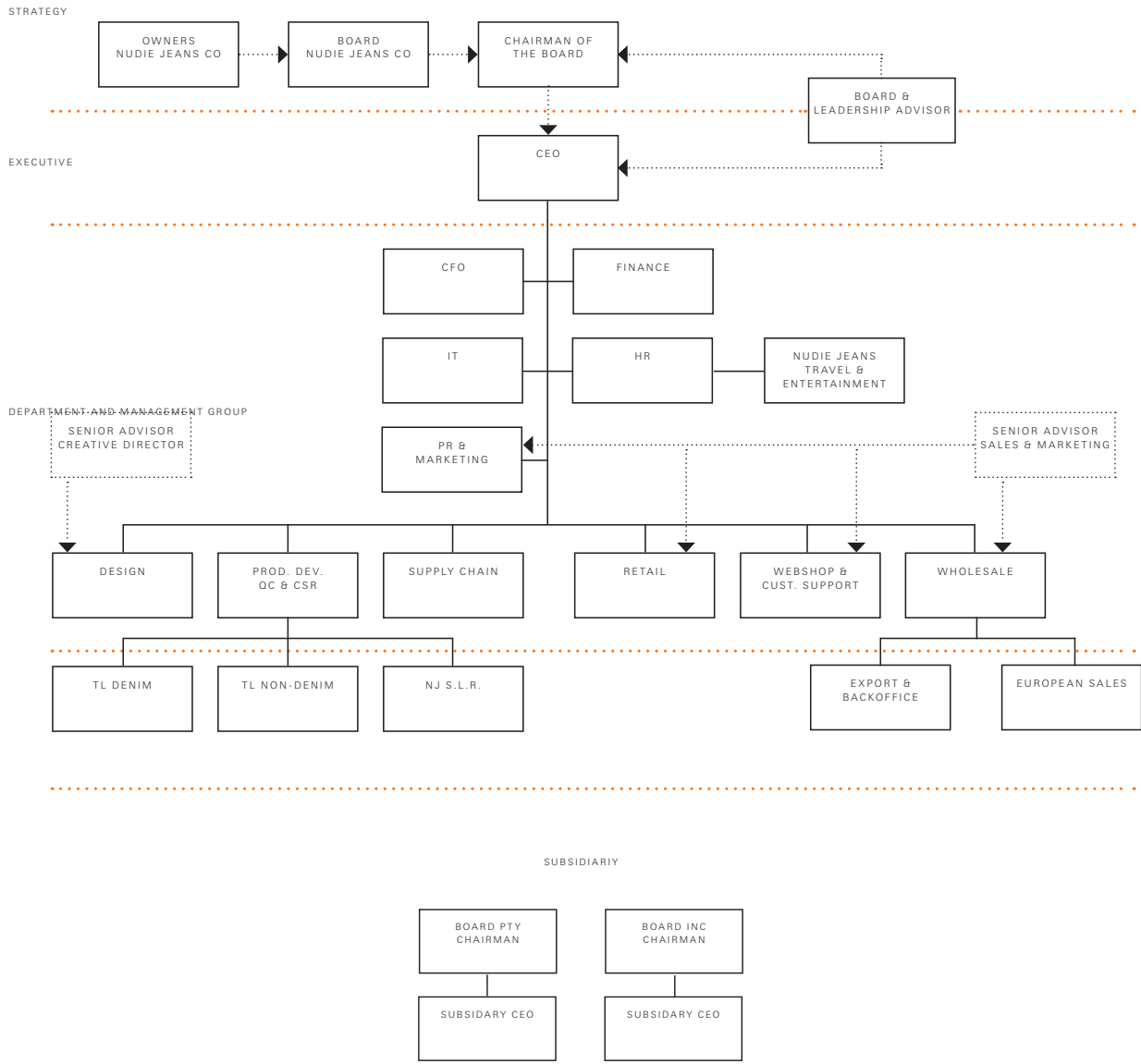
Start date membership: November 2009

Reporting period (financial year)  
January 2017–December 2017

Nudie JEANS co



SVENSKA JEANS GROUP



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## SUMMARY: GOALS & ACHIEVEMENTS 2016

“Making sure that our product is made under fair working conditions have been a top priority since day one for Nudie Jeans and is always a key factor in the decision-making process both strategically and operationally. The daily work consists of continuous improvements, via audits, follow ups and innovations as for example the living wage program.”

/ Joakim Levin CEO

2017 was a year we focused on re-auditing many of our suppliers. During 2017 we made in total 10 audits at both main suppliers and subcontractors. Four audits were made by Fair Wear Foundation’s audit team; two in Tunisia, one in Turkey and one in India. Six audits were made by our external auditor in Italy, Portugal and Romania.

To support our suppliers in implementing our code of conduct we continued to train suppliers during the year. Two Workplace Education Program-trainings (WEP) has been done at our suppliers in India and Tunisia

The training sessions are an important compliment to the audits and the ongoing dialogue between us and the suppliers and their continued improvement work.

In 2017, we have worked to resolve complaints received though the FWF complaints mechanism. We have received in total nine complaints and three different suppliers in India and one at a supplier in Tunisia. Five of the complaints has been resolved.

Our engagement with stakeholders continued through our transparency work that is showed in the Production Guide, but also by initiating cooperation with other brands regarding remediation work and improvement work at several suppliers. We are also cooperating with researchers analysing our sustainability work.

During the year of 2017 we have expanded our living wage program to also include a second supplier in India where we had the first payment to the workers during last year. We have added the spinning unit at the first supplier in India where we have paid our share of living wages at the two CTM units since 2012 and had meetings with the factory management to prepare for the first payment at the spinning unit that will take place in beginning of 2018.

During the year we participated in FWF Living Wage Incubator to learn more about how we can develop our work with living wages, to share experiences with other brands as well as getting practical support from FWF.

We have also continued working towards raising awareness internally, as well as externally, on how we are working with our suppliers and the importance of improving working conditions in the supply chain.

# 1. SOURCING STRATEGY

## 1.1. SOURCING STRATEGY & PRICING

Nudie Jeans is not an aggressive sourcing company, we are working with suppliers that we have established a good relationship with and that share our values. When we do need to find new suppliers we will either look for these ourselves or our agents will suggest new ones. We always visit the production location and discuss our criteria with the management before production starts. All new suppliers need to meet Nudie Jeans' expectations regarding quality, price, product development, lead-time, working conditions and ability to work with sustainable materials. In order to assure this, new suppliers must:

- Sign the Nudie Jeans code of conduct before production starts (if a direct supplier).
- Have documented high social, ethical and environmental ambitions.
- Have vertical manufacturing or a limited number of subcontractors.
- Be transparent regarding all units in their production chain and open to auditing as well as be visible on our production guide
- Have the potential for a long-term partnership and growth with Nudie Jeans.
- If located in a high-risk country, demonstrate a democratic environment in the workplace.
- If located in a high-risk country, be able to show proof of decent working conditions.
- Agree to FWF Workers Information sheet to be posted and allowing access for the audit team

In 2017, we have visited potential suppliers in Tunisia, India and Italy as we visit all units prior to approving them for our production. When choosing a new supplier, we always evaluate them from a health and safety perspective, previous audit reports are collected, and the code of conduct is explained and discussed with the supplier at an initial visit at the factory. The willingness of the factory management to cooperate and be transparent is a very important element when deciding to start a business relationship. We have an audit assessment manual which we use to evaluate all new possible collaboration with.

- The majority of our production is based in Europe. During 2017, the division of production per production country, based on total production value in 9 countries, is showed below:
- Italy 51% (denim, jackets)
- Tunisia 33% (denim, khakis, denim jackets)
- Portugal 5% (jersey, shirts, knits and accessories)
- India 4% (Jersey, shirts and leather jackets)
- Turkey 2% (shirts and knits)
- Sweden 2% (accessories)
- Rumania 0,5% (denim jackets)
- Lithuania 1% (jackets)
- Polen 2% (accessories)

59% of our production volume are produced at suppliers where we have had a business relation for at least five years

**PRICING**

The product development department negotiate prices as part of developing each new collection.

**1.2. ORGANISATION OF THE SOURCING DEPARTMENT**

Our Product development department is responsible for sourcing and purchasing is divided into two sub departments: denim and accessories, and non-denim. In total, we had 9 people during 2017 working at the production and development department: one production manager, two buyers, two product development Assistants, two garment technicians and one CSR manager and one environmental manager.

For denim and accessories, Jon-Ivar Unsgaard (buyer) and Joel Stenberg (manager of the product development department) are responsible for sourcing, purchasing and order placement. For non- denim Jenny Henriksson (buyer) are responsible for sourcing, purchasing and order placement. Joel Stenberg as the production manager, is primarily responsible for the product development with assistance from both buyers.

Responsible for Nudie Jeans sustainability work 2017 are Eliina Brinkberg (January – April solely, May – December focusing on the environmental aspect) and Sandya Lang (May – December focusing on the social aspect). The sustainability department is involved in all sourcing decisions regarding high-risk countries and is involved in the ongoing evaluation of all suppliers in both high- and low-risk countries.

Nudie Jeans have a production office in Italy with personel working very close to the production in both Italy and in Tunisia. Since many years back we are working with a knowledgeable agent in Portugal that have built good relationships with all our suppliers in Portugal. In Turkey we are working with an agent as well which enable us to have a closer collaboration with our supplier. For India, and the rest of the production in Europe, we are having direct contact with the suppliers. In India we have a team doing the production control as well as Sustainability related questions.

**1.3. PRODUCTION CYCLE**

During the past years we have reworked our production cycle, where the sales periods are shorter while the production periods are longer. As a result, the production is less time-pressed which decrease the risk of short deadlines and overtime work. We also have an open dialogue with our suppliers regarding their peak and low seasons, where we try to place orders/styles that are running during the whole year more specifically to the supplier’s low seasons to balance their workload. In general, the production cycle has a timespan as described below :

Design Development	Sales period	Order Placement	Production	Delivery to Shops
26–28 weeks	10 weeks	1–2 week	20–24 weeks	1–8 weeks

We have four almost equally large collections a year with a core collection running all year around, which will be the never out of stock items.

**1.4. SUPPLIER RELATIONS**

We always visit the supplier before taking a decision of sourcing. When on site, we make a visible inspection of the factory as well as discuss sustainability issues with the management to get an understanding of their view on this work. If we look for a new supplier, it is important for us to know that the supplier share our concern for environment and sustainability. We are also asking for the possibility to read existing audit reports, and we check during the first visit what has been implemented of the findings. Visiting staff also uses the Nudie jeans supplier assessment manual and checks general points for improvements and possible risks. The visits are normally together with the CSR manager, buyer and/or the head of product development, jointly presenting the company’s profile.

We have terminated one major supplier relationship during the year. The reason for terminating the relationship, that lasted for approx. 15 years, was mostly decreased order quantity but also related to quality issues, capacity issues and issues related to sustainability performance. The phase out period has lasted for about 1,5 years.

## 1.5. INTEGRATION MONITORING ACTIVITIES AND SOURCING DECISIONS

During the regular evaluation of suppliers, sustainability performance is one aspect. The CSR manager is responsible to bring up critical issues that will affect the production. When Nudie Jeans place orders, the key factors are quality, price, working conditions and the ability to meet our environmental requirements. As we mostly have only one product type made at each supplier, the order stock fluctuates with changes in sales. This means that it is hard for us to reward a supplier with more orders when they improve their performance regarding to code compliance. On the other hand, we have, as described above decided to terminate business relationships with a supplier because of the lack of improvement even when we have offered support and help to improve.

During audits a corrective action plan (CAP) is written with a time frame agreed between the auditor and the factory management. Relevant Nudie Jeans staff is informed about the outcome of the audit and the CAP.

The follow up of the CAP is coordinated by the Nudie Jeans CSR manager. The first step will be done through email communication in which the supplier updates Nudie Jeans on the progress. At a second stage an on-site visit will be scheduled. In cases where we have agents, such as Portugal, they will be involved in the follow up visits.

Nudie Jeans strives to have a close communication with the supplier regarding the measures taken to improve working conditions. This includes discussing how Nudie Jeans can assist the supplier in reaching the corrective actions required. Documentation of the progress with the CAP is done in a CAP-excel sheet and kept on the common server at Nudie Jeans. In 2017 we invested in a digital system which will be used from 2018 onwards to collect and follow up the progress from our suppliers.

Our ambition is to cooperate and work with other clients using the same suppliers as we do. During 2017 we have done so with several FWF members (Continental Clothing, Mini Rodini, Hessnatur and Sandqvist) as well as other companies (ATC and Stella McCartney). In our cooperation with these brands, we have shared our audits, updates on CAPs and encouraged them to join our living wage efforts. We plan to continue this cooperation in 2018 and expand it to other factories where we see a need for this.

## 2. COHERENT SYSTEM FOR MONITORING AND REMEDIATION

When we plan for coming audits and select work places to be audited, we make an evaluation based on the current status of the supplier; if and when the latest audit has been done, status on improvement work, status on complaints and the related communication and follow up. If we have any new suppliers, we strive towards auditing them in an early stage of the cooperation. We are working with the goal of re-auditing suppliers each 2-3 year if the follow up and the remediation work is running smoothly. If we see the need for a re-audit or a verification audit at a supplier before this time interval, we have the economical flexibility of planning for audits more frequently. We work with the same strategy for all our suppliers, European as well as non-European suppliers, we are auditing sub suppliers as well. The corrective action plan gives us a very good overview of the current situation and pinpoint the most important areas for improvement which also helps us prioritise our follow up work. We can see that the issue with Payment of Living wages is an important topic throughout the supply chain, and is also one of Nudie Jeans main focus area.

FACTORY	COUNTRY	PRODUCT GROUP	PRODUCTION PROCESS	AUDITOR
Imatex	Italy	Jeans	Fabric Supplier	Most CSR
STM	Italy	Jeans	Printing	Most CSR
Fimatex	Italy	Jeans	Laundry	Most CSR
LAX	Italy	Jeans	Laundry	Most CSR
Blue & Dye	Tunisia	Canvas	Laundry	FWF
Maria Simoes	Portugal	T-Shirts	Stiching	Pedro Martins
Grecale	Romania	Denim Jackets	Stiching	Most CSR
AKM- unit I	India	T-shirts	Stiching	FWF
Denim Authority	Tunisia	Jeans	Stiching	FWF
Esvap	Turkey	Shirts	Stiching	FWF

## 2.1. INDIA

For our Indian suppliers, our biggest focus in our remediation work are, and have been, on wage levels and working hours as well as a continuous focus on education and trainings.

### ARMSTRONG

Armstrong is a supplier of Nudie Jeans since 2011 and are producing a small part of our total production. The factory was last visited by Nudie jeans CSR manager and the buyer responsible for non- denim in November 2017. During the visit, we have discussed the result of the audit that was made earlier in 2016 and the monitoring audit made in July 2017 for unit I. We discussed the coming distributing of the living wage bonus for the unit I and II as well as the planned first payment for the spinning unit. We visited the spinning unit, where we discussed the outcome of the audit and the corrective action plan, and what improvements that already had been done, a tour of the facilities including the solar panel that provides the facility with energy.

At the CMT units a large part of the production has moved into a newly build building which was now fully completed with warehouse, printing and embroidery as well as a separate building with canteens in two floors. This has also liberated space in the original building. The reorganisation has made it more spacious in the production area and we could observe a better production flow, most of the line supervisors are now female.

Armstrong has been audited by FWF in 2011, 2013 and 2016 and 2017. For the latest audit the most important findings were:

- Legally binding employment contract
- Payment of living wage
- Reasonable hours of work

All employees are payed above minimum wages but as minimum wages are still very low in India it is not considered a "living wage". Nudie Jeans will continue to pay its living wage bonus and promote the concept to other brands working



with Armstrong with the goal of more brands contributing to a full living wage.

The last audit showed considerable improvement from earlier audits at all units. During 2016, an ongoing training for workers at the spinning unit have been implemented where the focus is on workers right as well as health and safety. The training is given by a local NGO. Even if the latest visit and follow shoed major improvements in the spinning unit, Nudie Jeans will continue to focus on education of workers. Since 2016 Nudie Jeans have included the spinning unit in the living bonus program, and the spinning unit will have its first distribution of living wage bonus during March 2018.

### SUVASTRA

Suvastra is also producing a small part of our total production, and as with all our Indian suppliers, we are working ongoing with auditing and follow ups. A first FWF audit was made in 2015 and a verification audit was made in November 2016, where also their laundry unit Safeway was audited. Nudie jeans CSR manager together with the buyer for non-denim visited the supplier and its subcontractors in November 2017.

The most important findings from the latest audit was:

- Communication and consultation
- Payment of a living wage
- Safe and healthy working conditions

Nudie Jeans have followed up the corrective action plan by email and the factory have showed good improvements. A new building will be constructed for the laundry unit, which will improve many of the finings regarding safe and healthy working condition at the laundry unit. The remediation and follow up work of the findings will continue during 2018.

### MP LEATHER

MP Leather produces a very small quantity for Nudie Jeans, but MP Leather is still an important supplier where we have put a lot of effort on the remediation work. Nudie Jeans started working with MP leather in 2014 and the first audit was made in the end of 2015. During 2016, we have focused on following up the findings of the corrective action plan, first via email but also when visiting the factory in December 2016. Many of the findings were improved, for example were trainings given to female workers to raise the proportion female supervisors, new worker committees have been formed and a new skill enhancement program have been implemented to better map the workers skills.

The most important findings were regarding:

- Payment of a living wage
- No discrimination in employment
- Safe and healthy working conditions

Nudie Jeans has during the year focused on the remediation and worker’s complaints. This led to a discussion with the management at site in November 2017 and we will continue to work on remediation discussions during 2018.

## 2.2. TUNISIA

In Tunisia, we have a large part of our denim production which is our core product, as well as the production of our Khaki trousers and jackets. Tunisia is therefore an important production country for Nudie Jeans.

During 2017 we had one audit performed at our biggest supplier Denim Authority. The audit was made in September

2017 with great results, we could see major improvements since the first audits made in 2012, 2014 now in 2017. The most important findings were regarding:

- Communication and consultation
- Payment of Living wage
- Safe and healthy working conditions

Nudie Jeans have a strong presence at Denim Authority as one of our quality controller based in Italy are in Tunisia every second week. A WEP-training was carried out at this supplier during 2016 with good results.

At our other supplier Fares, a unit that manufacture our khaki trousers and jackets we had a WEP training during 2017 with good results, there was a demand from the workers to include more employees in the training so a new round of training is planned for early 2018.

### 2.3. TURKEY

During 2017 there was a follow up of the corrective actions with the new supplier from 2016 that we shared with other FWF members. A new audit was made in December 2017 to verify the improvements made during the year.

In Turkey the most common issues relates to:

- Payment of a living wage
- Freedom of association
- Reasonable hours of work.

At our second supplier in Turkey we have seen good improvements on the findings from the audit made in 2015. During our visit in August 2017 we could follow up on the open points in the corrective action plan and we had good and open discussions about how the political situation might affect suppliers and their workers. During the visit in 2017 we discussed the outcome of the WEP training held in this factory with good results and we also planned for a new audit in 2018.

### 2.4. ITALY

In 2017, we have focused the follow up work in Italy on safe and healthy working conditions as well as mapping the supply chain, as our suppliers in Italy are using many smaller sub suppliers and units. We are well aware of the importance of knowing our supply chain to be able to secure good working conditions throughout the whole supply chain. We have made audits at four Italian suppliers and sub suppliers during 2017 and worked continuously with the remediation. From email and photos, we have followed the improvement work from those suppliers as well as the Italian suppliers we audited in 2016.

### 2.5. PORTUGAL

During 2017 we made one audit in Portugal at a subcontractor and started planning for a new round of audits at the rest of the suppliers and sub suppliers where it has been a couple of years since the last audit. In Portugal, the most common findings are related to safe and healthy working conditions, for example the need of new firefighter trainings, or risk assessments on light and noise.

## 2.6. ROMANIA

During 2017 we made one audit in Romania at one subcontractor to our Italian supplier. They handle the manufacture of denim jackets. The results of the audit wasn't very positive with focus on non-compliances regarding freedom of association and no excessive overtime hours. During the follow up we received very little feedback from the factory. WE have been planning the phase out of this supplier for the last 1,5 years, and during autumn 2017 the last production orders were placed

# 3. COMPLAINTS PROCEDURE

In all production units, including subcontractors, we have posted the Code of Labour practice in the local language for the employees to read. The content should also be informed verbally to the workers by the factory manager or through trainings. This is how the employees can know about the FWF complaints system, they also get the information on WEP trainings we had at some of the suppliers.

When receiving a complaint, we immediately have an internal meeting to set a strategy as complaints are handled differently depending on the situation. In most cases, we inform our main supplier directly that a complaint has been filed and try to give all details without disclosing sensitive details about the plaintiff. In some cases, the supplier will then investigate the complaint further, in other cases, or as a second step, we will visit the supplier directly. In certain cases, we can involve our local production team or a NGO we collaborate with. A direct visit will usually be accompanied by an external consultant or a FWF audit team.

During 2017 Nudie Jeans have worked with nine cases of complaints. Even though Nudie Jeans have received a high number of complaints in 2017 it can be a positive reflection of the level of awareness of the complaint mechanism among the workers. It shows that the workers both have knowledge of FWF complaint mechanism but also have the confidence to use it. If no complaints were received, it could be an indication of a lack of knowledge of the complaint mechanism or that workers are afraid of reporting problems. Nudie Jeans support the development of a clear and open internal dialogue at all our suppliers, where it's possible of raise and solve problems internally, but when complaints are received we also get the chance to work on these issues together with both the factory and the workers. Of the nine complaints received, four of them were has been solved and one were solved without any requirements from Nudie Jeans. The remaining complaints are under investigation. Nudie Jeans has taken the lead in the discussion with the supplier in case of a shared supplier with other FWF brands.

### CASE 1 AND 2

A supplier in India, where the complaint was relevant to the labour practises of:

- Legally binding employment relationships

One complaint was admissible the 6th January and the other on 15th March and concerned the dismissal of a large number of employees at a subcontractor working within the factory. The factory has been very slow in responding although they promised actions after our meeting in November 2017. We are working on following up these complaints.

### CASE 3, 4, 5 AND 6

A supplier in India received in total four complaints during 2017. The factory's approach has been very responsive and have provided us with documentary evidence in a short notice. Three of the complaints has been resolved.

The complaints were relevant to the labour practises of:

- Payment of living wages

- Reasonable hours of work
- Legally binding employment relationship

In these cases, Nudie Jeans collaborated with two other FWF brands also producing at the factory, where Nudie jeans took the lead in the discussion with the factory and for closing the complaints.

What we have learned from these complaints is to put focus on the internal communication from supplier's HR department, as many of the complaints could have been avoided/ solved directly with clear communication between workers and management.

### CASE 7 AND 8

A supplier in India received in total two complaints cases during last year where one is solved and the other one under investigation.

The complaints were relevant to the labour practises of:

- Payment of living wages
- Legally binding employment relationship
- Safe and healthy working conditions

The factory has been very cooperative doing the investigation and discussed the complaints and actions with FWF country representatives as well.

### CASE 9

labour practises of:

- Legally binding employment contract
- Reasonable hours of work

Even before FWF could inform Nudie Jeans, the case had been resolved. FWF had to check several details before forwarding the complaint to Nudie Jeans. In the meantime, management had talked to the worker and agreed to transferring the worker to another job in the factory with the same salary level.

We document all the complaints we receive and try to draw conclusion on common issues between them, finding root causes, to be able to see similar problems and our own role. During 2017 we could see a connection between some complaints and poor internal communication at some suppliers. A, except for one complaint was raised in India. A new more visible workers sheet were posted during 2017 at all suppliers, which could be a reason for the workers to feel more confident to file a complaint. We have also had WEP trainings at many of the units where the complaints were raised from and that is a positive sign that the workers are now well informed about the FWF complaints function. A clearer communication between factory management and workers and the complaints might have been able to be solved internally at the factory directly and that is something we try to emphasize to the suppliers.

## 4. TRAINING AND CAPACITY BUILDING

### 4.1. ACTIVITIES TO INFORM STAFF MEMBERS

We have presentations on sustainability including the FWF membership four times a year for all our global sales staff. These presentations are often a mix of both information on Nudie Jeans general sustainability work, and how we are working with FWF and what the membership means, but also more interactive parts such as quiz and case discussions. These presentations are often very appreciated as it reminds everybody of the important work that we do, and it puts a reality and purpose behind the work, larger than only selling products.

During 2017 employees at the head office, the global sales offices and store staff have been continuously updated on progress, audit results and other relevant information in meetings as well through e-mail. A monthly CSR newsletter is sent to all staff of Nudie Jeans as well as to all agents and staff in production countries. The information about each audit is available for anyone at the HQ to read. We are also having special sustainability info session with staff in the shops to discuss further how we work. By educating the salespeople in the stores we have a great opportunity to spread the word of what we are doing directly to the customers.

### 4.2. ACTIVITIES TO INFORM AGENTS

The agent we are working with in Portugal have worked for us for many years and are well updated on how we are working with the code of labour practises. Even if Portugal is rated as a low risk country, Nudie Jeans are working with equally rigid audits and follow up work as with suppliers based in high risk countries. Therefore, we are also very conscious about keeping our agent up to date, and to involve her in the continued communication on follow ups and the improvement works we do with our suppliers in Portugal. The agent Nudie Jeans work with in Turkey are themselves very committed to sustainability issues and developments and are used to help us follow up according to FWF standards.

### 4.3. ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

We have instructed all our suppliers to post the FWF Code of Labour Practice at all production sites including subcontractors such as laundries and pressing houses. This is also checked when we visit the suppliers.

The FWF WEP-trainings has been continuing at one Tunisian supplier during 2017, as well as at two suppliers in India.

The feedback from the WEP trainings has been very positive, the employees are happy to get a chance to discuss matters like anti harassments, violence against women and general complaints procedure. Also electing members to the worker's committees has been a positive experience.

## 5. TRANSPARENCY & COMMUNICATION

Since Nudie Jeans launched the Production guide in 2013, it has been a successful tool for the public and consumers to gain more in-depth information on our supply chain. In the production guide we present how and where we produce our garments. It also contains details about each of our suppliers and our relation to them, as well as the strengths and what needs to be improved regarding working conditions. There is an explanatory text about the role of FWF and how audits are done. The information is updated on a regular basis as new audits are performed as well as new suppliers are added.

Furthermore, consumers have been informed about our FWF membership at the point of sales in the booklet that comes with every pair of Nudie Jeans. Retailers and sales staff are informed through our collection book which has a section on our FWF membership.

The FWF brand performance report, social report and sustainability report can be downloaded from our website.

Our transparency and communication work has also included being interviewed for several publications regarding different aspects of our sustainability. We have also given talks about our sustainability activities, our work with FWF, our transparency efforts and our living wage project. A lot of effort has also been put into being open towards academic research into our work and sustainability aspects of this.

## 6. STAKEHOLDER ENGAGEMENT

- Participation in the Swedish multi stakeholder research program Mistra Future Fashion.
- We are working and communicating regularly with Fairtrade Sweden about Fairtrade cotton and expanding the Fairtrade standard.
- Agreement Retailer Commitment Against Fur by Fur Free Alliance signed since 2015.
- Regular contact with Fair Action/ Fairtrade Center- about living wages, leather industry and supply chain issues.
- Engagement in CSR Västsverige activities and seminars.
- Since 2015 we are a member of Kemikaliegruppen (the chemical group) at Swerea.
- We have been a member of the Textile Exchange since 2009.
- Since 2016 we are part of The Alliance for Responsible Denim (ARD).
- We have a long-term collaboration with Amnesty Sweden since 2007. Nowadays 5 EUR are donated for every pair of sold children's jeans to their work with children's rights.
- The Italy Working Group is an initiative where several brands wish to share experiences and collaborate to improve labour standards in Italian supply chain.
- A part of the network Chetna Coalition.
- During 2017 Nudie Jeans joined Global Fashion Agenda's "2020 Circular Fashion System Commitment".

During the year, the country studies for Tunisia, Turkey, Italy and India made by FWF have been great resources when preparing for meetings with suppliers. The risk assessment for Turkey have also been of great use during the year as the political situation has been unstable.

## 7. CORPORATE SOCIAL RESPONSIBILITY

During 2017, our further sustainability activities have included:

- Participating in several sustainability related activities in Sweden and UK such as presentations and panel discussions.
- We became a member of the FWF Living Wage Incubator during 2017.
- Invested in the digital sustainability reporting system Worldfavor.
- Visiting the cottonfield in Turkey, getting traceability info down to farming level for our biggest denim supplier.
- Making carbon offsets for shipments and packaging through the UPS Carbon Neutral program since 2016 and Avisera through the program ÅterBära since 2017.
- Tracked and calculated the CO2 emissions created by our business travels and have donated the same amount to the NGO Swedish Society for Nature Conservation equal to compensate through carbon emission allowances since 2017.
- During 2017 we started a collaboration with Just Arrived recruiting newly arrived persons in Sweden and matches the needs from companies. We have two high skilled tailors in our repair stores from Just Arrived.