

A close-up photograph of a person's hand, wearing a dark green long-sleeved shirt, reaching into a large pile of blue denim jeans. The jeans are crumpled and layered, with some showing orange stitching and a white label with a red 'N' logo. The background is a soft, out-of-focus blue light.

NUDIE JEANS

Social Report 2018

www.nudiejeans.com

Start date membership: November 2009

Reporting period: January 2018–December 2018

Nudie JEANS CO

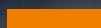


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1. SUMMARY: GOALS & ACHIEVEMENTS 2018

“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

In 2018, we made in total 11 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. Seven audits were made by our external auditor in Italy and Portugal.

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

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

In 2018, we worked to resolve complaints received through the FWF complaints mechanism. We received in total one new complaint during the year in India and we worked on the complaints from previous year to be resolved.

Our engagement with suppliers and other brands continued through our transparency work 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 collaborating with researchers analysing our sustainability work.

In 2018, we continued our living wage program with our second supplier in India where we had the second payment to the workers during last year. The first distribution of our share of living wages at the spinning unit was made in beginning of 2018. At the end of the year we retrospectively included the knitting and dyeing facility at the same supplier in the program. They will have the first distribution of the money in 2019.

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 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.

2. SOURCING STRATEGY

2.1. 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.
- Sign the Nudie Jeans Chemical Policy.

In 2018, we 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.

Our production based in Europe is about 50%. During 2018, the division of production per production country, based on total production value in 8 countries, is showed below:

- Italy 43% (denim, jackets)
- Tunisia 44% (denim, khakis, denim jackets)
- Portugal 5 % (jersey, shirts, knits and accessories)
- India 3,5% (Jersey, shirts and leather jackets)
- Turkey 3% (shirts and knits)
- Sweden 0,5% (accessories)
- Lithuania 0,5% (jackets)
- Poland 0,5% (accessories)

According to the latest Brand Performance check, 72% of our production volume are produced at suppliers where we have had a business relation for at least five years and 60% of our production volume comes from production locations where we buy at least 10% of the production capacity.

PRICING

The product development department negotiate prices as part of developing each new collection. At the two suppliers where we have a living wage program, the living wage cost per garment is specified in the invoices.

2.2. ORGANISATION OF THE SOURCING DEPARTMENT

Our Product development department is responsible for sourcing and purchasing and it is divided into two sub departments: denim and accessories, and non-denim. In total, we had 9 people during 2018 working at the production and development department: one manager of the product development department, two buyers, two product development assistants, one garment technician and one pattern maker, one project manager and one controller. A sustainability department was created and during the year 3 persons worked directly on sustainability, the sustainability manager, the environmental manager and one sustainability coordinator (from Nov – onwards).

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 manager of the product development department, is primarily responsible for the product development with assistance from both buyers.

Responsible for Nudie Jeans overall sustainability work 2018 was Sandya Lang who also handled the social aspects, and Eliina Brinkberg the environmental aspects. The sustainability coordinator who was hired end of the year is responsible for the internal sustainability work at the head office and our stores. The sustainability department is involved in all sourcing decisions regarding high-risk countries and are involved in the ongoing evaluation of all suppliers in both high- and low-risk countries.

Nudie Jeans have a production office in Italy with persons working very close to the production both in 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 a production agent as well which maintain all the contacts with the supplier and enable us to have a closer collaboration with the supplier. They have their own CSR team which makes pre audits and follow up at the suppliers and make sure that the factory is informed about our requirements. In India, we have a team doing the production control as well as sustainability related questions. For India, and the rest of the production in Europe and Tunisia, we are having direct contact with the suppliers.

2.3. 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. The suppliers are receiving the orders from our own retail, online and wholesale sales departments at the same time. If new fabrics are needed, a pre purchase of the fabric based on estimated quantity can be made to make sure the production lead-time can be kept. The lead-time for production varies for different product groups, if a new fabric is developed or if we are using stock yarns.

For garments with longer lead-times for fabrics and production of for example outerwear, we pre-estimate the quantity and send the orders approximately one month earlier than other orders.

For example, for denim production and t-shirt production, from the date when the factory receives the order, they have 12 weeks to produce before ex-factory.

We have today four collections a year (Spring, Summer, Fall and Winter) where Spring and Fall are main collections and Summer and Winter are slightly smaller collections. We also have two capsule collections and in addition, running styles all year around, which are never out of stock items.

2.4. SUPPLIER RELATIONS

We always visit the suppliers 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 sustainability vision and the concern for environment. 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 done together with the sustainability manager, buyer and/or the head of product development

We have terminated one major supplier relationship during the year. The reason for terminating the relationship, was due to decreased order quantity because of no new developments for leather jackets. In early 2018, the last orders were produced but the supplier might be active later if we start up the leather jacket products again.

In 2018, we started to work with two new Italian suppliers for our female collection. They were chosen due to the proximity to the laundries we work within Italy, and they were also specialized in women styles. They were visited and pre-assessed before production by our Italian NJ colleagues, and during the production we carried out audits at both locations. The production period was only in 2018 but when we continue with the female collection these units will be used again.

During 2018 an exit policy was developed which describes the strategy for phasing out and ending a relationship with a supplier.

INTEGRATION MONITORING ACTIVITIES AND SOURCING DECISIONS

During the year, sustainability, supply chain and product development department have regular evaluations of suppliers, where we discuss how they perform performance is one aspect. The sustainability manager is responsible for bringing up critical issues related to working conditions or health and safety risks that might 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. We do not weigh in sustainability when we divide orders between suppliers as we believe that all our current suppliers are on a high level and the decision is more due to technical issues and choice fabrics connected to a certain supplier.

Our ambition is to cooperate and work with other clients using the same suppliers as we do. In 2018, we have done so with several FWF members (Continental Clothing, Mini Rodini, Acne studios, Hessnatur, Armedangels and Sandqvist) as well as other companies (ATC and Stella McCartney). In our cooperation with these brands, we have shared our audit reports, updates on CAPs and encouraged them to join our living wage efforts. We plan to continue this cooperation in 2019 and expand it to other factories where we see a need for this.

3. 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 audit strategy for all our suppliers, based in low- risk as well as high risk countries, including subcontractors. 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 areas.

FACTORY	COUNTRY	PRODUCT GROUP	PRODUCTION PROCESS	AUDITOR
Eresse	Italy	Jeans	Stitching	Most CSR
Ricami Italiani	Italy	Jeans	Embroidery	Most CSR
Suvastra	India	Shirts	Stitching	FWF
Iris	Portugal	T-shirts	Laundry	Pedro Martins
Quinta e Santos	Portugal	T-shirts	Laundry	Pedro Martins
Mergu	Turkey	Sweaters	Stitching	FWF
Sobitex	Tunisia	Canvas	Stitching	FWF
Universal colours of Tunisia	Tunisia	Canvas	Printing	FWF
Intermermaid	Portugal	Sweaters	Stitching	Pedro Martins
Elegant	Italy	Jeans	Stitching	Most CSR
Alternative	Italy	Jeans	Stitching	Most CSR

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 sustainability 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 2018 we developed the value chain module in the digital system Worldfavor which we will use to collect info and follow up the progress from our suppliers.

3.1. INDIA

SUVASTRA

Suvastra is our shirt producer and are one of two active suppliers in India. A first FWF audit was done in 2015 and a verification audit was done in November 2016, where also their previous laundry unit Safeway was audited. In 2018, a new audit was made, and we started the remediation work. Nudie Jeans sustainability manager together with the buyer for tops visited the supplier and its subcontractors in November 2018. At the time of the visit our share of living wages was paid to the employees and we had an opportunity for social dialogue with the employees. All the points from the audit was remediated at the time of our visit in November 2018.

The most important findings from the latest audit was:

- Communication and consultation; for example, the workers were only partially aware about the grievance procedure system and the FWF CoLP at the time of the audit, but during 2018 the factory invested in further training, regular committee meetings and peer to peer training.
- Safe and healthy working conditions; for example, at the time of the audit, all workers on standing positions did not have mats, toilets were not clean enough, the machines did not have needed protections, and the workers were not using the PPE's correctly, all of the above findings were corrected during 2018.

3.2. TUNISIA

SOBITEK

In Tunisia, we have a large part of our denim production, which is our core product, but we also have production of our Canvas trousers and jackets through our Italian supplier Ideamode. Tunisia is therefore an important production country for Nudie Jeans.

During 2018 we had one audit performed at a stitching unit for canvas. This unit is used for part of our canvas production. The most important findings were regarding:

- Communication and consultation; for example, the CoLP was not communicated to the workers, the committee was not very active and the suggestion boxes need to be placed in a accessible and discrete position.
- Payment of Living wage; for example, the factory should set up clear levels for the productivity bonus as well as levels of promotions.
- Safe and healthy working conditions; for example, chairs were not comfortable, antifatigue mats were not provided, clean water should be more accessible in more places and the health and safety committee was not active enough.

At the visit in April 2019, we saw major improvements of almost all of the points in the CAP.

Nudie Jeans have a strong presence in Tunisia as one of our quality controllers based in Italy are in Tunisia every second week.

At our other supplier Fares, a unit that manufacture our canvas trousers and jackets we had a WEP training during 2018 with good results, since there was a demand from the workers to include more employees in the training, we had earlier the year before.

UNIVERSAL COLOURS OF TUNISIA

In 2018, we audited the printing unit for our inner pockets used in our denim. During the year we also visited this unit and discussed H&S, auditing and FWF requirements.

The most important findings were regarding:

- Communication and consultation, for example the workers were not informed about the CoLP and did not have a grievance system in place.
- Health and safety, for example, chemicals were not properly stored, no risk assessment was made, emergency exits, and routes should be marked, the workplace should be better ventilated and organized.
- Payment of living wages, for example, there was no productivity bonus, salaries are delayed, and the transportation bonus should be in accordance to the CBA.

The follow up and remediation will continue in 2019.

3.3. TURKEY

MERGU

During 2018 a verification audit was made at this unit producing shirts. We could see major improvements in several areas including:

- Safe and healthy working environment; hygienic training was done for canteen staff
- Legally binding employment contract; contracts were now given to the employees and annual leaves were calculated in the correct way.

But also new findings related to:

- Safe and healthy working environment; there was not proper lighting in the warehouse area, fire extinguishers not attached to the wall, no Hepatit B health check reports were done for the workers.

The new points in the audit CAP are followed up during 2019. At our second supplier in Turkey we continued to work with improvement from the latest audit. During our visit in August 2018 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.

3.4. ITALY

In 2018, we have focused the follow up work in Italy on safe and healthy working conditions. We took a decision to reduce the subcontractors working on manual treatment on our jeans as we couldn't guarantee that fair working conditions were met. 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.

ERESSE / RICAMI ITALIANI

In early 2018 we produced new female products in our denim range, and new production locations was needed. We audited one stitching unit, Erresse, as well as an embroidery unit, Ricami Italiani. At both these units minor findings were found related to:

- Safe and healthy working environment, for example fire extinguishers was found not charged, emergency exit shall be opening outward, evacuation signs are not marked, PPE signs for masks were not posted and firefighting training was not conducted.

ALTERNATIVE

In late 2018, we made an audit at the packing unit Alternative. We earlier made an audit at the same company but after the change of name and relocation, we needed to get certain issues verified. All the points from the Corrective Action Plan was solved within the end of 2018 and were related to:

- Safe and healthy working environment, for example the certificate of compliance for the electric system was missing, and the MSDS were not maintained for stain removals.
- Payment of living wages, where there was a delay of 1 month on paying workers.

ELEGANT

An audit was conducted at our long-term stitching unit which started to work with NJ products again after being associated with a former main supplier. At this unit a new finding was that there were several workers from other countries and the corrective actions was related to making sure that all information, contracts etc was understood by all workers. The findings were related to labour practice:

- Legally binding employment relationship; for example, that legal document such as contracts need to be in languages employees can understand and employment contracts and payslips for recruitment agency workers were not available for review at the time of the audit.

The follow up and remediation will continue in 2019.

3.5. PORTUGAL

During 2018 we made three audits in Portugal; one at the production unit for knitted items, the other two at laundries. In Portugal, the most common findings are related to safe and healthy working conditions, for example the need of a fire alarm and emergency and firefighting trainings. The follow up and remediation of the findings will continue in 2019.

IRIS

The findings at this supplier was mostly related to safe and healthy working environment and the chemical handling in the laundry. For example, the factory did not conduct an evacuation drill, did not have a fire alarm system and did not have an eye-wash close the chemical storage.

QUINTA E SANTOS

At this laundry we only found one issue regarding chemical handling and safety precautions; there were no eye wash and emergency shower in the dyeing sample section.

INTERMERMAID

The findings at this knitting unit, was mainly related to safe and healthy working environment where some of the findings were that the emergency exit is missing emergency light above the exit sign, no documented H&S training was given to workers, they did not conduct an evacuation drill. The follow up and remediation will continue in 2019.

4. 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 learn about the FWF complaints system, as well as through the WEP trainings focusing on workers' rights.

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 an NGO we collaborate with. A direct visit will usually be accompanied by an external consultant or an FWF audit team.

In 2018, Nudie Jeans worked with one incoming complaint. Normally we consider a high number of complaints as 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. In 2018, we have worked on closing the higher number of complaints from the previous year. Nudie Jeans support the development of a clear and open internal dialogue at all our suppliers, where it's possible to 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.

CASE 1

The complaint was received in June 2018 and concerned a supplier in India, where the complaint was related to the labour practises of: Legally binding employment relationships.

The complainant raised the question if the correct Provident Fund (PF) amount had been paid. During the investigation it became clear that the complainant left the factory after submitting his claims in the PF office however he had not received his claims even after four months. The complainant was back in his hometown and was unable to personally follow up with the PF department. Despite several follow up calls (at least twenty) to the complainant from November to end of January 2019 the complainant had failed to go the nearest PF office to update his identity. In the absence of any action from complainant for three months and not cooperating on the suggestion given by Fair Wear since November 2018, the case is deemed to be closed. The factory, however, are still trying to make contact with the former employee to arranged for the PF to be paid out.

A new more visible workers sheet were posted during 2017–2018 at all suppliers in several places, which could be a reason for the workers to feel more confident to file a complaint as we saw in 2017. 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.

5. TRAINING AND CAPACITY BUILDING

5.1. ACTIVITIES TO INFORM STAFF MEMBERS

We have presentations on sustainability including the FWF membership several 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, beyond only selling products.

In 2018, 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 sustainability 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.

5.2. 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.

5.3. ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

We have instructed all our suppliers to post the FWF Workers Information Sheet at all production sites including subcontractors such as laundries and pressing houses. This is also checked when we visit the suppliers. It is required to put up the posters in all relevant languages in many locations if the factory is spread over a large area.

The FWF Worker Education Program trainings was again held at two of our Tunisian suppliers during 2018.

The feedback from the WEP trainings has been very positive. Workers were happy to attend this training and provided feedback that they had a better understanding of FWF Code of Labour Practice as well as Tunisian legislation after the training.

6. 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.

2018 was significant in terms of sustainability communication. We launched the Get the Balance Right campaign worldwide and had the opportunity to visit several European cities to speak about our sustainability work. In conjunction with the campaign, we released the Get the Balance Right magazine. We also had a successful live Q&A on Facebook with the FWF Fashion week Marathon.

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

Our transparency and communication work have 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.

7. 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 RISE.
- We have been a member of the Textile Exchange since 2009.
- We are part of The Alliance for Responsible Denim (ARD) since 2016.
- 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.
- In 2018, we engaged in the newly started Italy Working Group as an initiative where several brands shared experiences and collaborate to improve labour standards in Italian supply chain.
- Nudie Jeans is a member in the network Chetna Coalition.
- Nudie Jeans joined Global Fashion Agenda's "2020 Circular Fashion System Commitment" in 2017.

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.

8. CORPORATE SOCIAL RESPONSIBILITY

In 2018, our further sustainability activities have included:

- Participating in several sustainability related activities presentations and panel discussions, in Sweden and abroad.
- Get the Balance Right campaign with presentations in London, Amsterdam, Munich, Stockholm and Oslo.
- Launched the sales of Re-use (second hand garments) online.
- Expanded our repair service, where we repaired 55 000 pairs during 2018.
- We continued to be an active member of the FWF Living Wage Incubator.
- We continued to work in the digital sustainability reporting system Worldfavor.
- Visiting the cottonfield in Odhisa, India with Chetna Organics, getting traceability info down to farming level for our garments produced in India.
- Making carbon offsets for shipments and packaging trough the UPS Carbon Neutral program since 2016 and Avisera through the program ÅterBära.
- Tracked and calculated the CO2 emissions created by our business travels and transports and compensate through carbon emission program by UN.