

# SUSTAINABILITY REPORT 2022



UNDERPROTECTION

ETHICS & AESTHETICS

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# ABOUT THIS REPORT

## Letter from our CEO

The will to do better is the foundation of our business. At an early stage back in 2010 we saw an opportunity to fill the gap in the market of lingerie with fashionable and sustainable lingerie to an affordable price. Since then, our strategy has always been with sustainability as its core, and we never compromise this value. All strategic decisions have sustainability as a denominator for every action which makes the decision making easy for us, since there's always a more sustainable alternative to the conventional.

We are proud to say that we, as a company, not only measure our success in our bottom line but in the lines we create, and here both the people we touch throughout our value chain and the environment and how our production can have less negative impact now and going forward.

For us doing better means taking responsibility for everything we touch and produce, and with our take back program in place we can now focus on closing the loop and create a new product life cycle for our upcycled products now and forward.

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**STEPHAN ROSENKILDE**  
CO-FOUNDER AND CEO

## About this Report

At Underprotection, we are committed to transparent reporting. Starting this year, we publish two corporate reports: our annual report and our sustainability report. This sustainability report describes our approach to and performance on our most material issues for the financial year 1 January to 31 December 2022 and has not been externally assured. The entities included in the report covers the office and warehouse in Copenhagen. The CEO of Underprotection is responsible for reviewing and approving the reported information, including the organisation's material topics.

### TELL US WHAT YOU THINK

We invite you to take part in our sustainable future. For questions and feedback on our report, please contact us at [info@underprotection.dk](mailto:info@underprotection.dk)

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Raffinaredervej 10, bygning B  
2300 København S

## Highlights of 2022

2022 has been an exceptionally exciting year for Underprotection, as we have introduced two major, long-awaited sustainability initiatives: the take-back program and our upcycled collection.

The take-back program has been in the works for a long time, as we have wanted to solve the problem of textile waste being burned or otherwise destroyed since the founding of Underprotection. It is therefore a great relief to be able to offer to take back your used Underprotection products and provide a reward in return. We have gathered returns and old products since our beginning in 2010 and never wasted any items, so being able to give all these old items new life combined with what potential customers returns going forward, is very rewarding.

Another equally important piece of news is our new upcycled collection, which is both a socio-economic and environmental gain. The new collection of bags is made from upcycled materials that we have collected in various ways. The collection is made in collaboration with the socio-economic company "I Tråd Med Verden", which employs women from vulnerable neighbourhoods and provides them with the opportunity and space to express their creativity.

We are extremely proud of our new initiatives in 2022 and hope that they will be well-received by our customers.



# WHO WE ARE

## Our Founding History

Underprotection was launched in Copenhagen in 2010 with one mission: to prove that fashion and sustainability can be combined without compromising on quality and aesthetics. With these values in mind, we have created a sustainable and fashionable brand producing lingerie, loungewear, swimwear, and hosiery for women.

We produce two main collections and two co-lab collections a year that are being sold on our web shop and sent to more than 70 countries and in +125 selected stores around the globe.

For more than a decade we have been giving women all over the

world the opportunity to feel beautiful, included, and comfortable regardless of their shape and size - while at the same time contributing to a less damaging and more sustainable future.

At Underprotection, sustainability and responsibility aren't just topics running parallel to the main business. They are our reason for existence and the daily motivator for constantly striving for solutions that will change the world for the better: better for workers, better for costumers and better for the environment.

## Our business

### Governance Structure

Underprotection is owned by six individuals of which three are working actively for the company, hereof one as the CEO. Owner meetings are held once every quarter where all major governance decisions are being made. The owners constitute the highest governance body in Underprotection and are as such responsible for the overall management and control. This includes the delegation of responsibility for managing the organization's impacts on economy, environment, and people, as well as developing, approving, and updating the organization's purpose, values, strategies, policies, and goals. Due to the management structure and size of Underprotection we have a flat governance structure with an advisory board and the three owners as part of the daily operations.

### Remuneration Policies, Benefit, and Retirement Plans

All employees are on a fixed payroll applicable to Danish law. The remuneration policies are designed by the owners and are being revised on a yearly basis. There is 100 % gender equality as the ratio of the basic remuneration between the genders is 1. The ratio of the

annual total compensation for the highest paid in the organization to the median for all employees is 1,46.

As we still consider ourselves as a start-up with limited financial resources, we haven't prioritized benefits and retirement plans. We intended to begin offering retirement plans in the year 2022, but due to general down turns in the market, that affected us financially, we didn't find the funds to offer this. Nevertheless, this is one of our goals for 2023-2024.

RATIO OF THE BASIC SALARY  
AND REMUNERATION OF  
WOMEN TO MEN

1

RATIO OF THE ANNUAL TOTAL  
COMPENSATION FOR THE  
HIGHEST PAID TO THE MEDIAN

1,46

## Social

We are committed to running a responsible business and we believe that transparency in the social aspects of our company is the best way to ensure continuous improvements for our employees.

### Employees

The employee team in Copenhagen is the heart of our company. It

consists of six full time employees, three of them owners of Underprotection. All employees are women except the CEO, Stephan Rosenkilde. Underprotection does not involve or engage workers who are not employed in the company.

Diversity, equity, and inclusion are key words for Underprotection as



we strive for creating the best possible working conditions for our employees. These include standard benefits for our full-time employees such as healthcare and parental leave. As per 2022 five women and one man are entitled to take parental leave - one of them being currently on leave.

We acknowledge the fact that working in fashion at times can be very demanding. That is why we prioritize the daily well-being of our employees and offer everyday goods such as free acupuncture and cupping, and one weekly workout with a personal trainer. Twice a year we put our work-related obligations aside and come together to celebrate at the annual summer and Christmas party.

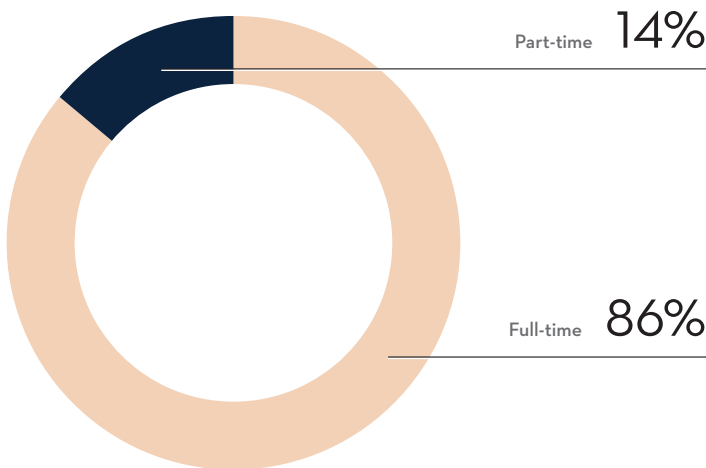
Since our employees aren't covered by a collective bargaining agreement, we feel committed to ensure sustainable and reasonable working conditions setting the personal freedom first.

For more information on employees and their terms we've provided you with the more details in the graphics and tables on this page.

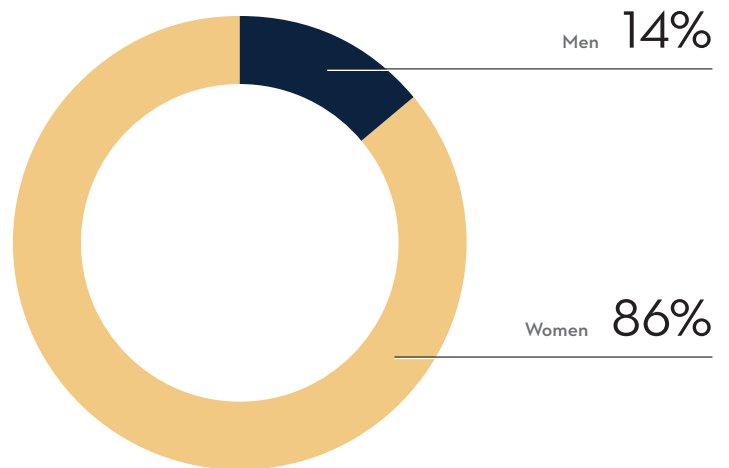
**DID YOU KNOW?**

Every Tuesday the whole team puts away work for a while for attending a free cross fit workout with a professional trainer

**TYPE OF EMPLOYMENT**



**EMPLOYEES BY GENDER**



Total number and rate of new employee hires during 2022	2 hires - all women. Age: • 30-50 years old • Under 30 years old
Total number and rate of employee turnover during 2022	30 % turnover. 3 women left. Age: Under 30 years old.
Benefits standard for full-time employees, but not provided to temporary or part-time employees (401-2)	Healthcare and parental leave
Workers who are not employees	0
Incidents at our facilities	0 since founding of the company
Number of fatalities as a result of work-related ill health	0
Average hours on training per year per employee	0
Number of incidents of discrimination	0

## PARENTAL LEAVE

Total number of employees entitled to parental leave	5 women, 1 man.
Total number of employees taking parental leave	1 woman
Total number of employees returned to work after parental leave	Still on leave
Total number of employees returned to work after parental leave that were still employed 12 months after their return	1 woman
Return to work and retention rates of employees that took parental leave	100 %



### **An Incubator for Talent**

At Underprotection we tend to see ourselves as an incubator for talent. We see a great value in taking in young diamonds in the rough and giving them the right surrounding, possibility, and responsibility to grow. In fact, more than 50 % of our full-time staff started out as interns and now possess full-time positions with increased responsibilities.

Once a year all employees take part in a MUS-conversation (employee development conversation) that gives them the opportunity to get a performance and development review which benefits both the employee and the organization.

### **Occupational Health and Safety at Work**

Every three years we do an APV-assessment (Arbejdspladsvurdering) as required by national legislation. Even though our employees only perform low risk related tasks at our office and warehouse, we are taking potential risks very seriously. We have guidelines on how to lift and handle goods at the warehouse to reduce the risk of accidents, as these have been identified as the highest risk areas. In addition to that, all our employees are covered by an occupational health and safety management system. We aim to facilitate a first aid course for all employees at least once every second year, and we have teamed up with an occupational therapist that instructs on how to adjust tables and chairs for the optimal work position.

The overall health of our employees is at a high priority which is why we offer a free workout session with a professional trainer in our office every Tuesday. Furthermore, we promote a general healthy and

organic lifestyle, as well as our three yearly company events are being kicked off by a sports activity.

### **Health and Safety in our Value Chain**

Due to our size, we have focused on engaging with businesses that are third party certified to mitigate both environmental degradation and negative occupational health and safety impacts. This is a way for us to encourage our business partners to do more on occupational health and safety than their local law requires. Among the certifications that we acknowledge and encourage our suppliers to get are GOTS, WRAP and corporate guidelines such as BSCI and SEDEX.

### **Worker Participation and Consultation**

We have assigned a working environment representative amongst the employees, to which employees can take up grievance in case they won't talk directly to the management. During the Covid-19 pandemic we had an open dialog with the employees in which everyone was welcomed to work from home in case they were worried. We are aware that the highest risk of injury is located earlier in our value chain and as such we have worked together with our suppliers to create a safer and more workable workspace at their locations.

#### **DID YOU KNOW?**

More than 50 % of our full-time staff started as interns.

## **Our Approach to Sustainability**

As a B Corp certified company, we are lawfully obliged to run a business that is committed to use our impact as a force for good and do everything in our power to always choose the most sustainable options available in every aspect of our work.

We only use classified and/or certified sustainable materials produced at suppliers (at all tiers) with certifications covering both employees and products. All new suppliers are being screened using environmental criteria, which means, that Underprotection requires suppliers to have at least one of the following third-party certifications: GOTS, WRAP, SEDEX, BSCI, ISO9001-2015, OEKO-TEX and GRS. We always do our best to avoid waste, but if waste occurs, we take this in and use it in our take back-programme.

When starting a collaboration with a new supplier, we always agree on our terms of business which include our expectations to all supplier

tiers - leaving no room for misunderstanding when it comes to human rights. For the record, there has been no incidents of non-compliance and/or substantiated complaints concerning breaches of customer privacy and losses of customer data for the reporting period and all the previous periods.

#### **DID YOU KNOW?**

We launched our accessories program back in 2011 to avoid waste and now it consist of eye masks, scrunchies, toilet bags and purses.



# MATERIALS & RESOURCE USE

## Our Approach to Materials

It is no secret that raw material production and sourcing is one of the most critical points in the fashion industry when it comes to sustainability. At Underprotection we are committed to ensure that sourcing of the raw materials used in our products is obtained in a responsible and sustainable way. Furthermore, social, and environmental impacts are always considered during the sourcing process.

At Underprotection we only use materials that are classified or certified sustainable. We want to ensure that our products at the end of their life cycle are as reusable as possible which is why we aim for the best qualities available. When using natural materials, we select qualities as close to 100 % as possible and therefore try to avoid qualities with several different materials being mixed.

### Use of Materials and Reclaimed Products

The majority of the natural materials that we use are TENCEL Lyocell, responsible wool and organic cotton. The synthetic materials we use all come from recycled sources and are GRS-certified to guarantee,

that the recycled part is actually recycled.

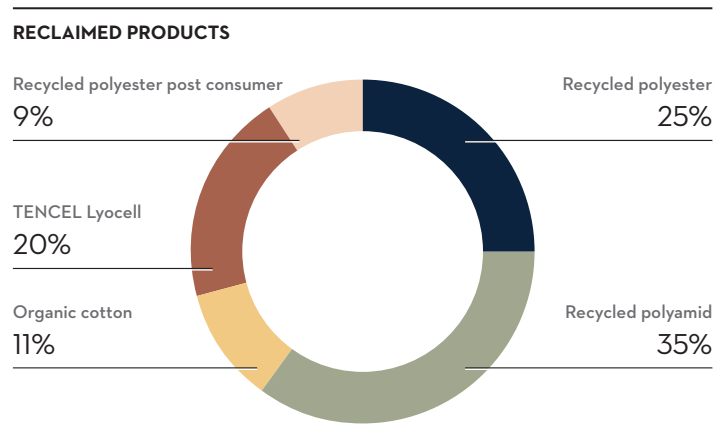
Since the take back-programme was first launched in 2022 in our domestic market, less than 1 % of our input materials come from reclaimed products. We certainly expect this rate to increase over the following years as the programme gains more traction.

### Product Safety and Labelling

We are compliant with current EU regulations regarding the health and safety impacts of our products, and we haven't had any incidents of non-compliance since the founding of Underprotection. Furthermore, all our GOTS-certified products are by default screened for health and safety benefits, which gives our customers a credible quality seal.

In addition to the required physical label, we have created an extensive online guide for our customers regarding disposal of the products, safe use and care and sourcing of the components.

MATERIAL	WEIGHT
Recycled polyamid	2.434 kg
Recycled polyester	1.783 kg
TENCEL Lyocell	1.426 kg
Organic cotton	776 kg
Upcycled polyester post-consumer	622 kg
Upcycled materials	9,8 kg



## Our Materials

### TENCEL™ LYOCELL

TENCEL™ Lyocell fibers are versatile and offer natural comfort. They can be combined with various textile fibers to enhance fabric aesthetics and functionality. These fibers are strong, gentle to skin, and have efficient moisture absorption. TENCEL™ Lyocell fibers are produced using an environmentally responsible closed loop process that recycles processed water and solvent.

### RECYCLED POLYESTER

Recycled polyester is seen as an eco-friendly choice in textiles since it requires less energy to produce compared to virgin polyester, with estimates ranging from 33% to 53%. It also helps reduce plastic waste in landfills and oceans since it's made from recycled bottles and other plastics. Additionally, it generates fewer emissions compared to virgin polyester production. The recycled polyester used is GRS certified.

### BANANA FIBERS

Banana fabric is a sustainable material made from banana leaves. Banana plants are eco-friendly to grow since they rarely need fertilizers or pesticides. The fibers used are primarily waste elements from the leftover stalks of banana plants and are processed after the fruits have been harvested. These fibers are suitable for creating lightweight and fine fabrics, making them ideal for loungewear. Banana leaf fibers are converted into 100% natural lyocell.

### RECYCLED POLYAMID

Q-NOVA recycled polyamide is created from at least 99% regenerated raw materials that would have been wasted in the textile manufacturing industry. The fiber is produced using a mechanical regeneration system that doesn't involve chemicals, making the final product sustainable. It's suitable for making robust lace and mesh fabrics, ideal for creating beautiful underwear designs. Most of the recycled polyamide fabrics used hold the GRS certification due to their high content of regenerated material.

### RECYCLED ELASTANE

Our Italian lace fabrics are made using Roica Eco-Smart yarn, a GRS

certified eco-stretch elastane that provides comfortable stretch. This yarn is produced using a recycling technology that incorporates over 50% pre-consumer industrial waste from textile manufacturing. The stretchy yarn is an essential component in creating modern, smart, and responsibly made underwear that is designed for everyday wear and supports Circular Economy product development.

### MILK FIBER

Milk fiber is a textile made from sour milk obtained from the dairy industry. The milk protein is extracted and turned into a fine, shiny fiber that can be spun into fabric. The resulting material is incredibly soft and shares similarities with silk. The bacteriostatic nature of milk fiber makes it an ideal choice for underwear production. Since the material is a byproduct and requires minimal chemicals during production, it is regarded as a sustainable fabric.

### ORGANIC COTTON

Organic cotton is produced without the use of pesticides, synthetic growth regulators, or genetically modified seeds. Certification organizations verify that organic suppliers use only permitted methods and materials in production. Natural crop rotation is often used in the fields, resulting in more fertile soil and higher yields of resistant plants. Our organic cotton is GOTS certified.

### RECYCLED WOOL

We prioritize reuse over production and utilize recycled wool to save raw materials and give new life to old garments. The process involves re-spinning and weaving or knitting torn fabric into new material, requiring less energy, and generating less fabric waste. Recycled wool is highly durable and comfortable and has the ability to regulate body temperature well. Our recycled wool is produced in Europe.

### RESPONSIBLE WOOL

We strive for ethical sourcing of new wool used in some of our knit products. Our chlorine-free merino wool is 100% mulesing-free, with regular cleaning and trimming of the sheep to ensure their health and well-being. Produced in Europe, our wool is soft, breathable, and easy to care for.

## Resource Use

Climate change and the massive issues related to it remains one of the world's most urgent challenges. As a small, yet global brand we want to take the lead and play our part in tackling the climate emergency - for the future of our business and our planet. We strive to use the lowest environmental impact materials in our collections, and we are dedicated to continuously evolve as new innovations become available.

At our facilities in Copenhagen, we are encouraging our landlord to install solar panels in the future. It's a small step, but we strongly believe that we can influence our stakeholders to act, so tomorrow's sunshine can power our facilities.

A central part of taking responsibility for the use of the world's limited natural resources is to gain knowledge of our own impact. That is why we, starting this year, monitor our total energy use and map our total

GHG emissions. This is a very complex process as it requires data from all operations of our company. At the moment, we are not able to collect data of our use of district heating due to complex, administra-

### DID YOU KNOW?

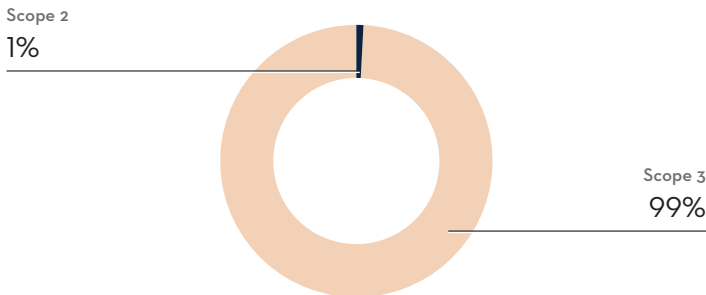
Our main supplier in India have installed solar panels to power production facility and she also harvests rainwater. She is our first and oldest supplier and we have worked with her for 13 years now and helped her obtain GOTS & ISO-9001:2015 certifications.

TOTAL ENERGY USE	UNIT	CONSUMPTION
Electricity	kWh	3870,43
Heating	kWh	Not monitored - in progress
Water	M <sup>3</sup>	Not monitored - in progress

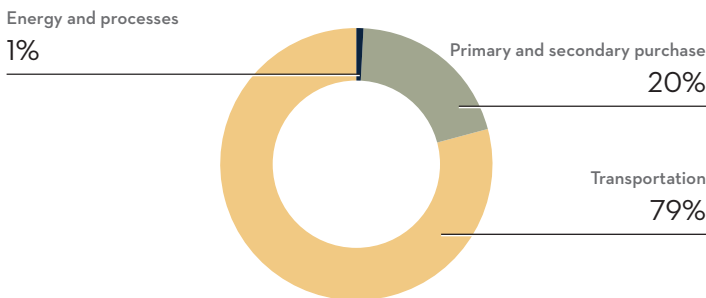
TOTAL ENERGY USE	UNIT	CONSUMPTION
Direct (Scope 1) emission	Ton CO <sub>2</sub> e	0,00
Indirect (Scope 2) emission	Ton CO <sub>2</sub> e	0,47
Indirect (Scope 3) emission	Ton CO <sub>2</sub> e	43,95 <sup>1</sup>

It is clear from the graphics that our largest emissions are in scope 3. GHG scope 3 emissions relate to all the emissions a company is responsible for outside of its own walls - that is: all emissions from the corporate value chain.

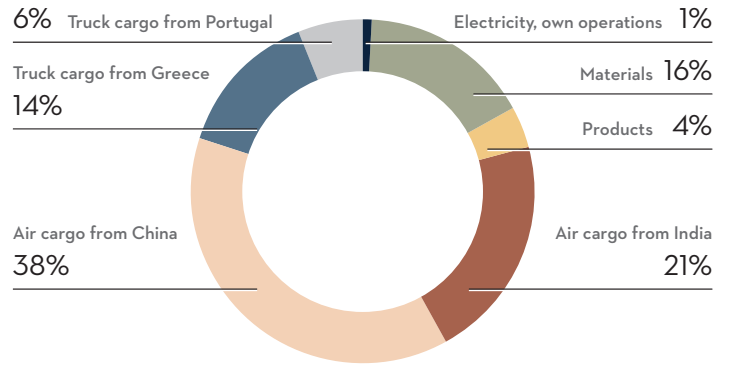
#### GHG EMISSIONS



#### EMISSIONS BASED ON MAIN CATEGORIES



Of all collected and calculated emission, a total of 79 % can be attributed to the transportation of goods. This is primarily due to air traffic, which emits huge amounts of CO<sub>2</sub> and accounts for a large part of the freight from China and India<sup>2</sup>. This is an area of focus that we will take very seriously in the future and work to reduce. All our sourcing of materials are placed close to our factories and they are all strategically selected to avoid unnecessary transportation.



#### Waste

We only operate a small office and warehouse, so the generation of waste is limited. Furthermore, our office is part of a shared facility and as such we have shared waste bins. We haven't measured our general waste generation, as it is evaluated not to be significant. We have persuaded our landlord to install more bins so as much waste as possible can be recycled.

However, we have initiated a policy back in 2010 never to waste unused, returned, and damaged textiles. We save it until we find a use for it. In 2022 we launched our first ever upcycled collection, which is comprised of access material that we have saved over the years made into new accessories and bags. Check out our website for our latest collection. The significant waste is generated at our suppliers and being aware of this since our beginning in 2010, we launched our accessories line in 2012, consisting of eye masks, toilet bags, and scrunchies to minimize and eliminate this issue.

1 Emissions are based on the energy consumption described above and on all available data from the value chain such as production and transportation. These data are partially deficient as not all data from the value chain is provided. The emissions are calculated in Klimakompasset by the Danish Business Authority. Klimakompasset is based on the internationally recognized Greenhouse Gas Protocol. This is the first year we register and measure our emissions, which is why we can only report on the reduction of greenhouse gas emissions from next year. Emissions are based on our own input and input from our suppliers and are not third-party approved.

2 It should be noted that the calculations have been made using The Radiative Forcing Index (FRI) factor - a multiplier that factors in gases emitted to the atmosphere when flying at altitude. This factor gives the most rightful emission, as emissions at high altitudes are more damaging. This factor has to be taken into consideration when comparing our flight emissions to other similar data.

# CLOSING THE LOOP

Circularity is a crucial aspect of sustainable fashion. It emphasizes the need to minimize waste and maximize the value of resources in production and consumption of fashion products. In a circular fashion system, materials are kept in use for as long as possible, through prac-

tices such as recycling, upcycling, and reusing. This not only reduces the environmental impact of fashion but also creates new economic opportunities and promotes social sustainability by supporting fair and ethical working conditions.

## Product Use and Extended Life

### Care policy

Sustainability is not just a choice of materials and production conditions. We work to ensure the durability of everything we make through high quality standards.

The fashion industry needs to move from a linear to a circular business model, and we try to do our part by considering the entire cycle of our products from production to the degradation of materials. That is why we encourage our customers to take good care of their beloved garments.

The most sustainable thing you can do as a customer is to consume wisely and wash and care for the things you acquire properly. In that way, your products can live as long as possible - for the benefit of you and our planet.

We provide our customers with a thorough wash and care guide for all our different garment types.

## Repair & Reward

We design our products with quality and durability in mind to make them last. It is important to treat your Underprotection pieces with love and care, especially as we use delicate and responsible materials. Continuous use and washing of any Underprotection piece can eventually result in wear and tear. Instead of discarding your product or replacing it with something new, we encourage you to consider repairing it to make it last longer.

If you chose to repair your product, we will, as a thank you, provide you with our "first aid reward". The reward is a voucher for you to use next time you're buying a new product from us. When you need

to repair your piece, we'll give back the double of what you spend on making it last longer.

### DID YOU KNOW?

We provide every purchase with a five-year guarantee as we humbly believe in the high quality in our products.

## Redesign - upcycling

### Take-back program

No matter how durable or well maintained our textiles are, we are aware that every piece has a limited lifespan. Our mission is that Underprotection products never become waste and we believe that all garments, no matter, condition are valuable. That is why we have launched our ambitious take-back program that lets our customers return their worn Underprotection pieces and receive a tack-back reward as a huge thank you.

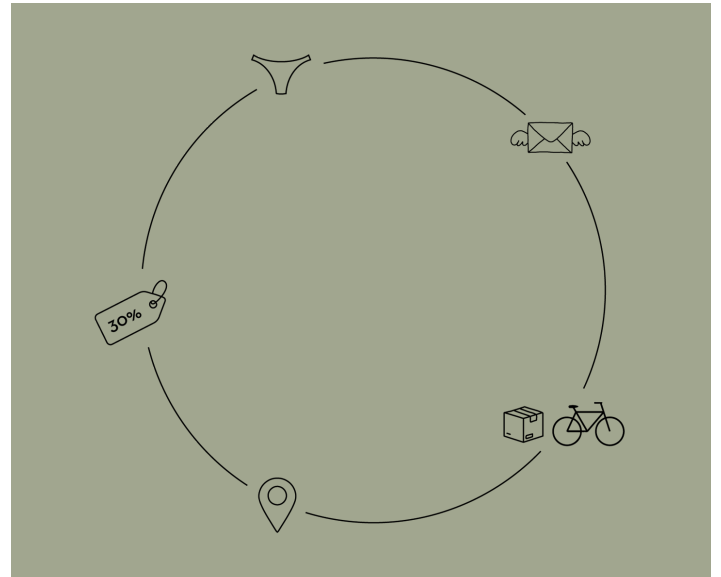
### How our take-back program works

Our Take-back Program welcomes all Underprotection products, either bought on our web shop or in a store around the world and provides you with two options for giving back your worn-out pieces: You can either use our drop-off point in Copenhagen or send your pieces to us. In return, you'll receive our Take-back Reward as a thank you for helping us minimise waste.

### Upcycling - I Tråd med Verden

Since the launch of Underprotection in 2010 we have saved all unused, returned, and damaged textiles.

This year, in 2022, we finally found the right solution as we've partnered up with the socio-economic business "I Tråd Med Verden" to process this excess material. They operate sewing rooms in vulnerable neighborhoods in Denmark and specialize in upcycling discarded tex-



tiles to create job opportunities, foster networking, and enhance the quality of life for women who have lost their place in the job market.

At the sewing rooms, the seamstresses utilize their personal sewing skills and creativity. "I Tråd Med Verden" prioritizes providing women with positive work experiences that inspire success, motivation, joy, and a belief in the future.



### The Upcycled Collection - a New, "Old" Collection

The Upcycled Collection is our new collection based on "old", reused, and discarded garment and made by the talented seamstresses from I Tråd Med Verden. The collection contains of four different styles: a duffel bag, a large tote bag, and two clutches in different sizes and every item is one-of-a-kind, giving the collection a distinctive charm and soul.

#### DID YOU KNOW?

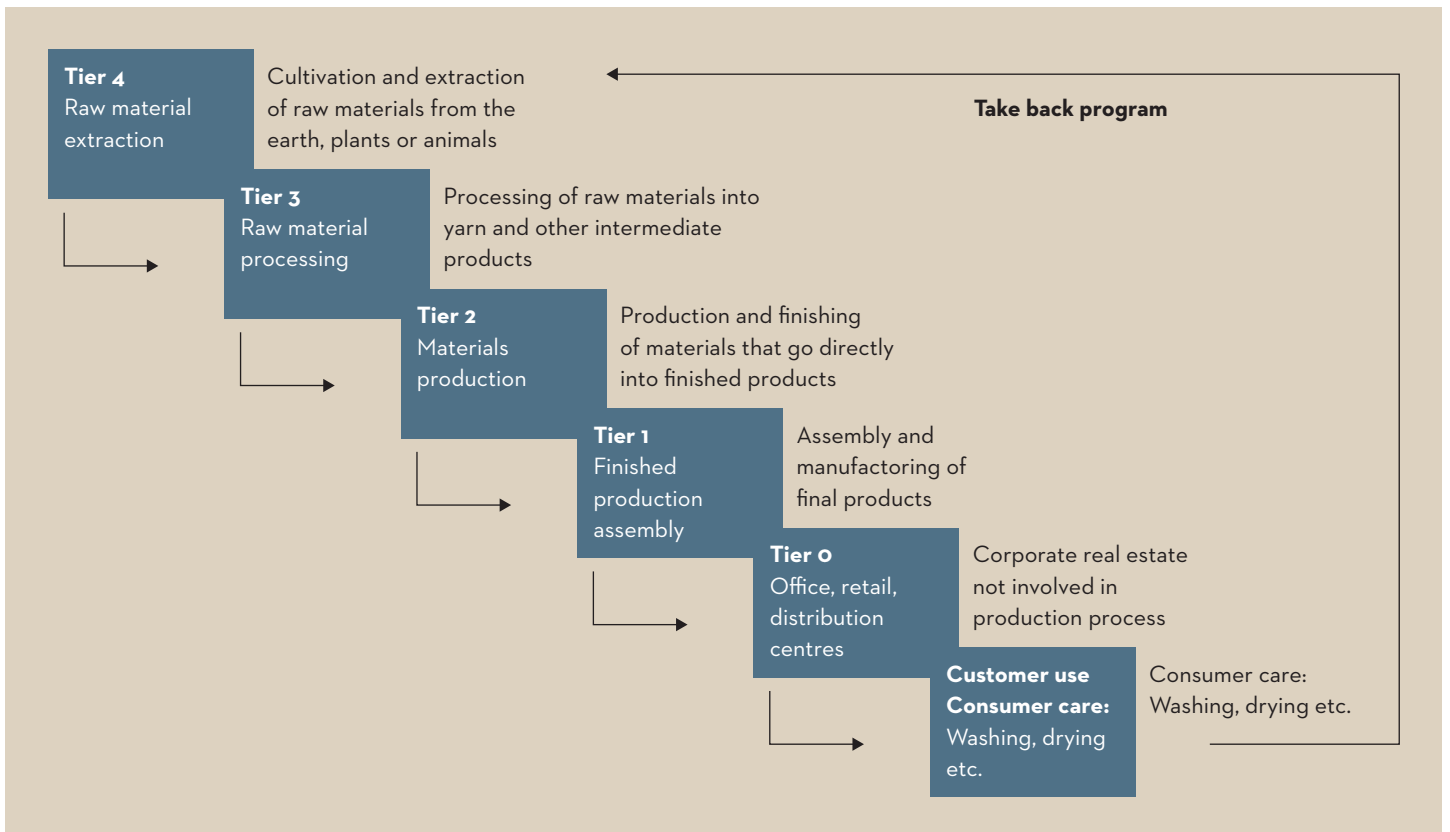
The Upcycled Collection is our first trial of taking back used products and finding solutions on how to give them a new life. We are working to build more partnerships on our journey towards closing the loop.

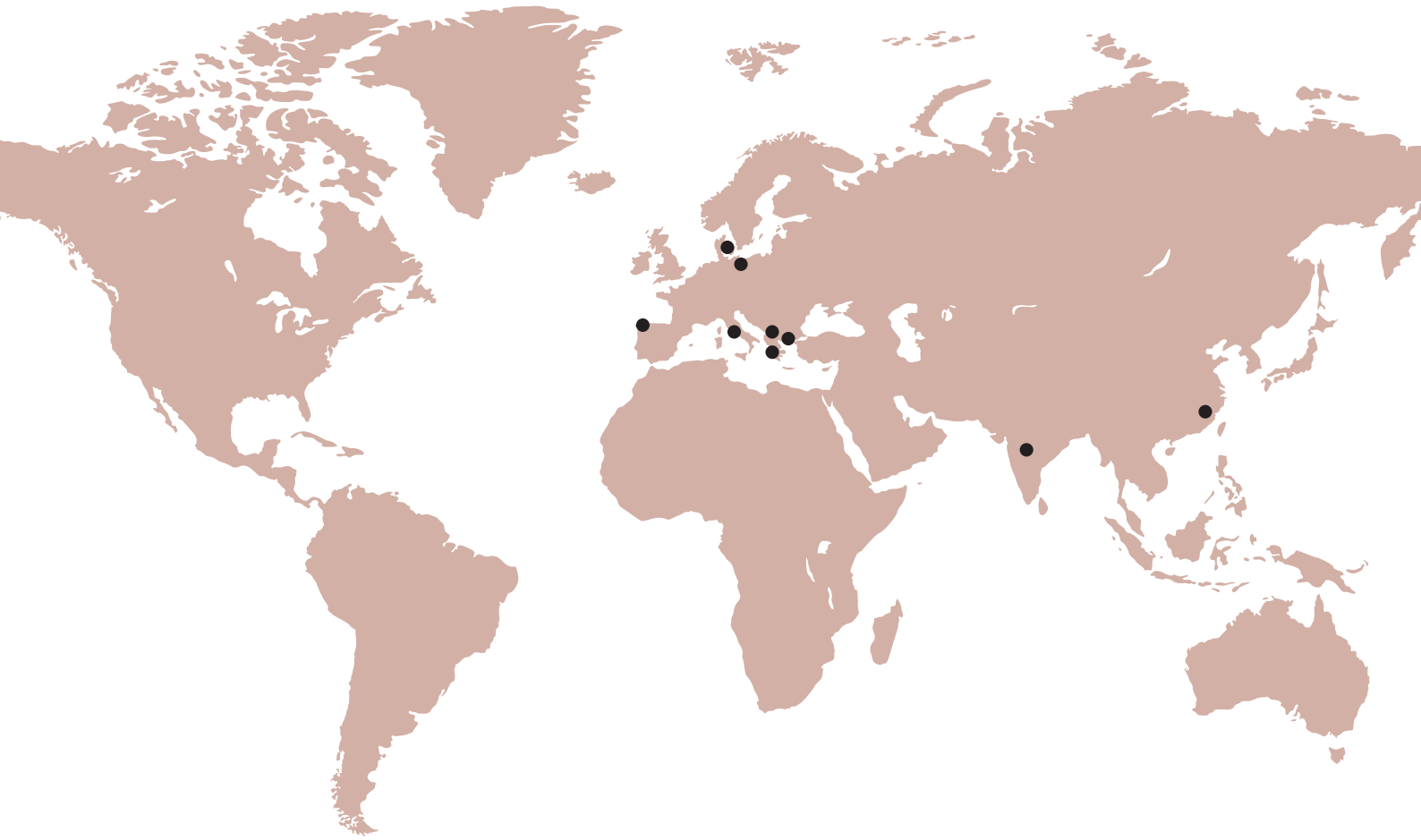


# SUPPLY CHAIN – WORKING TOGETHER

## Our Global Supply Chain

The supply chain of Underprotection, as in the textile industry in general, consists of many tiers and operations as visualised in the diagram. The more we move up the supply chain the more complex it gets to control the processes and ensure full visibility.





Sites of operation in the value chain

## Building a Socially Responsible Supply Chain

### Code of Conduct

At Underprotection we work hard to promote visibility and improve overall conditions for all tiers in the supply chain. With our Code of Conduct we have created a set of standards that commits us to running a responsible and sustainable business, ensuring that our products are produced under responsible conditions.

We encourage our business partners to commit to implementing the standards, processes, and requirements of this Code of Conduct in their own operations and to work with their suppliers and business partners to also implement the policies, standards, and processes of the Code.

Our Code of Conduct includes several topics within Human Rights & Labour Rights and Environment, such as politics regarding child labour, employment conditions, wages and benefits, chemicals, air quality and animal welfare. Despite working with our suppliers to create secure working conditions, we do recognize the potential risks. Most of our suppliers, though, are located in Europe in which these subjects are being better handled.

At our suppliers located in India and China where the right to freedom of association and collective bargaining are less common, there is a risk for the rights of the employees to be violated. These risks include the use of child labour, forced work and young workers exposed to hazardous work. Even though we haven't identified actual negative impacts in the supply chain regarding these topics, we do our best to

mitigate these risks via third party certifications and continues dialog with the suppliers. We have collaborated with a handful of our suppliers for more than a decade and visited their facilities numerous times over the years. At all our visits we have been left with the impression that the workers are being treated well and in accordance with our Code of Conduct.

Working in a global supply chain the risk of corruption somewhere in the tiers upstream may occur. The more upstream, the less visibility, but nonetheless we assess 100 % of our operations for risks related to corruption and haven't yet registered confirmed incidents of corruption. Still, we are aware that corruption probably occurs despite our Code of Conduct and use of trusted partners. We believe that risk assessment and putting pressure on our partners successively will reduce the risk of corruption, so we all can embrace a more reliable and trustful tomorrow.

### DID YOU KNOW?

All our suppliers are screened using social and environmental criteria. We only accept suppliers that have at least one of the following certifications: BSCI/SEDEX, GOTS, WRAP and Oeko-Tex.



## Our Sustainable Partnerships

Sustainable collaborations are essential for us to keep improving and developing innovative solutions for a better future. I Tråd Med Verden is a beautiful example of how these collaborations can benefit the

world on each of the three bottom lines, but we are also engaged in several other projects all working for a more sustainable tomorrow.



### RODINIA GENERATION

We have produced a collection in collaboration with Rodinia Generation, which we are extremely proud of. Each individual style in this exclusive collection is printed without the use of water, which is a truly important change when it comes to printed textiles. Rodinia Generation's production is a groundbreaking solution that enables us to raise our level of sustainability and be even more responsible. All styles are sewn in a factory in Europe. Sustainable all the way through, so you can shop with a clear conscience.

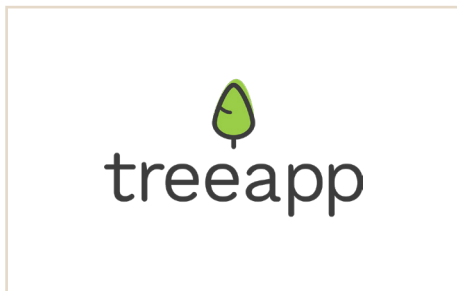
Find the collection on our web shop.

### RESEA PROJECT

ReSea Project is on a mission to stop the world's oceans from overflowing with plastic, and the whole project is creating positive waves in global society. The cleanup process and solution are community-driven, which means that ReSea employs people in local communities to collect all the plastic that pollutes the world's oceans and rivers. To be more exact, we have committed to clean 1000 kg of plastic waste from oceans and rivers together with ReSea Project. The equivalent of 50,000 plastic bottles (500 ml) each year. Every time you buy a piece of Underprotection you are supporting this movement.



Together. For a plastic-free ocean.



### TREEAPP

We make the world a little greener together with Treeapp. The goal of Treeapp is to improve the world we live in by planting trees every day. The trees are financed by environmentally conscious brands, and the planting of the trees is carried out by local tree-planting partners who ensure that each tree they plant benefits nature, wildlife, and the local community. To be more precise, we plant a fixed 150 trees every month, and in addition, we give you the opportunity to plant trees when you shop.

Tree by tree we are making the world a little greener each day.

Until this point 3000 trees have been planted due to this collaboration. Academic researchers have analysed the tree species planted across these sites and gave a conservative estimation of the amount of carbon the trees will absorb across their lifetime. Each year our aim is to increase our commitment to planting trees.

DISCLAIMER: All data collected from Treeapp



3000 TREES

- 1.5 ha reforested



326.3 TONS

CO<sub>2</sub> absorbed



24 WORKDAYS CREATED

For local planter communities



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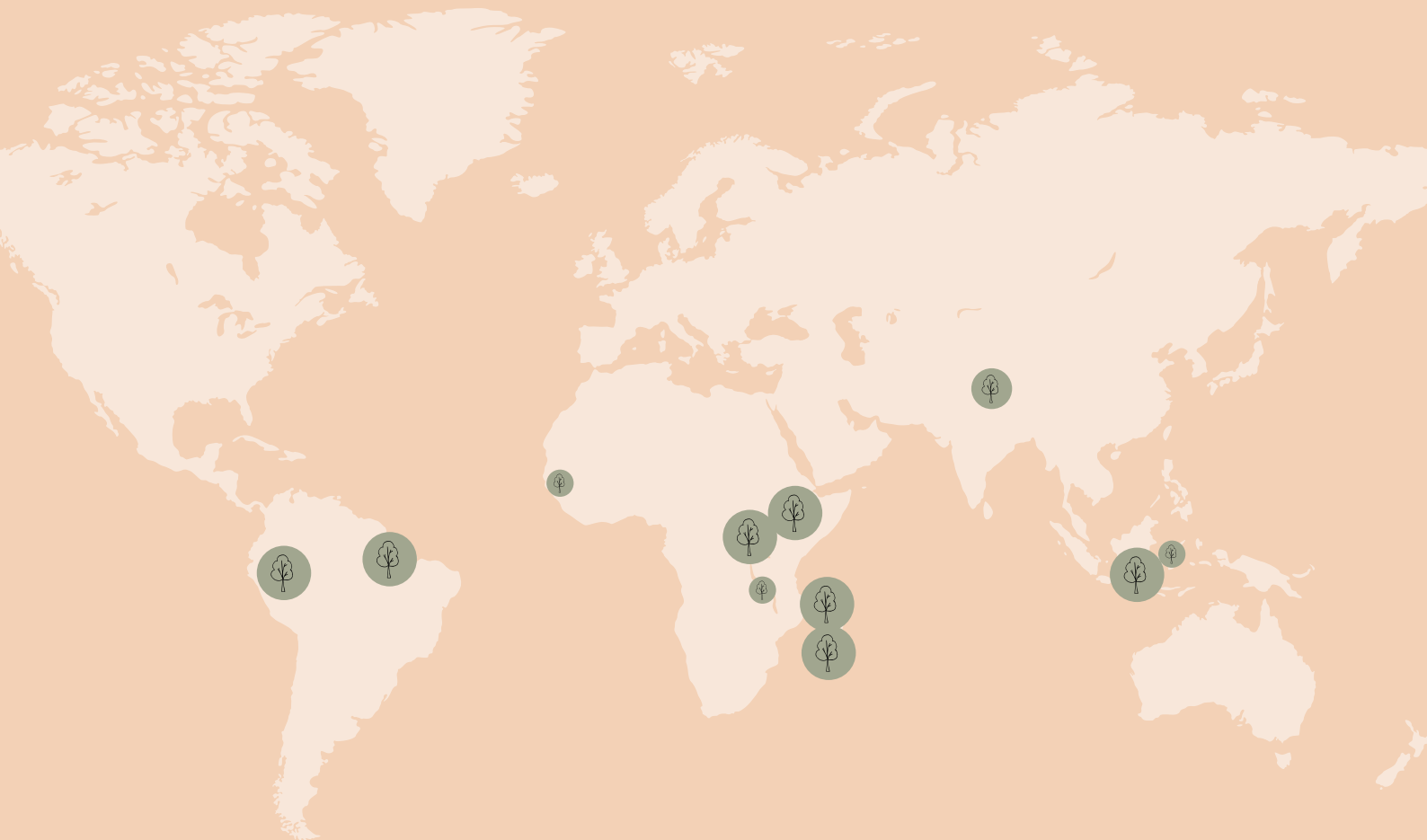
TREE SPECIES WE HAVE PLANTED

- Red Mangrove
- White Mangrove
- Acacia Tree
- Walnut Tree
- Aspen Tree
- Pine Tree
- Olive Tree
- Fig Tree
- Lemon Tree
- Goat Willow Tree
- Field Maple Tree

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WE HAVE PLANTED TREES IN

- Tanzania
- Madagascar
- Brazil
- Peru
- Burundi
- Indonesia
- Kenya
- Mozambique
- Nepal
- Guinea



# HOW WE REPORT

## GRI Content Index

This sustainability report covering the period January 1 to December 31 2022 is prepared with reference to the Global Reporting Initiative (GRI) standards. The following pages contain the GRI content index

and display the disclosures used for the reporting. The content index informs about where in the report to read about the disclosed information.

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