

SUSTAINABILITY REPORT 2022

TARGETS & RESULTS

TRANSPARENCY

TRACEABILITY

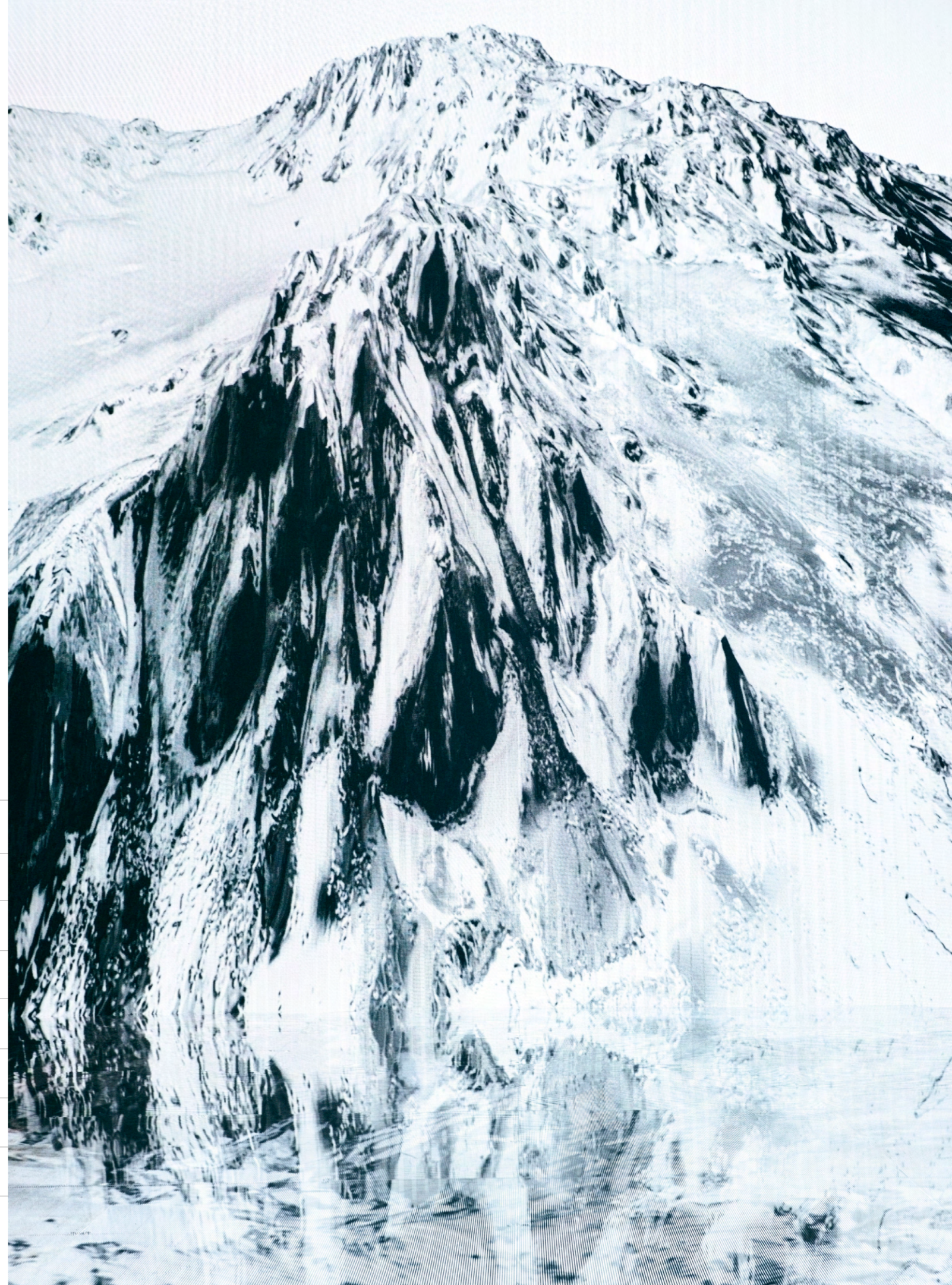
PEOPLE



J. LINDEBERG

OUR REPORT

- | | |
|-----|-----------------------|
| 4. | SUMMARY 2022 |
| 8. | OUR COMMITMENT |
| 12. | TARGETS & RESULTS |
| 16. | TRANSPARENCY |
| 20. | TRACEABILITY |
| 27. | TRANSPORT & PACKAGING |
| 28. | BEHIND THE SCENES |
| 32. | PEOPLE |
| 36. | WHY POLICIES |



SUMMARY 2022

AS A FASHION AND SPORTS BRAND, we recognize that our Scandinavian and progressive heritage means we must be a world-leader in corporate social responsibility and live up to high environmental, ethical and socially responsible standards.

Not only that, our customers, partners and other stakeholders trust us to have a positive impact – and we know we can make a difference.

We therefore position ourselves at the forefront of quality and sustainability, creating pieces our customers will wear for many years, while striving to protect our planet and its biodiversity.

We have strong business ethics. We behave with integrity towards employees, business partners and customers and seek to create a progressive, energetic and inclusive work environment, where everyone can make the most of their potential.

Throughout our business operations, we work to improve for the greater good – always asking ourselves how we can do better. Aiming higher is something that lies within our DNA, not only with regards to sustainability, but in everything we do.



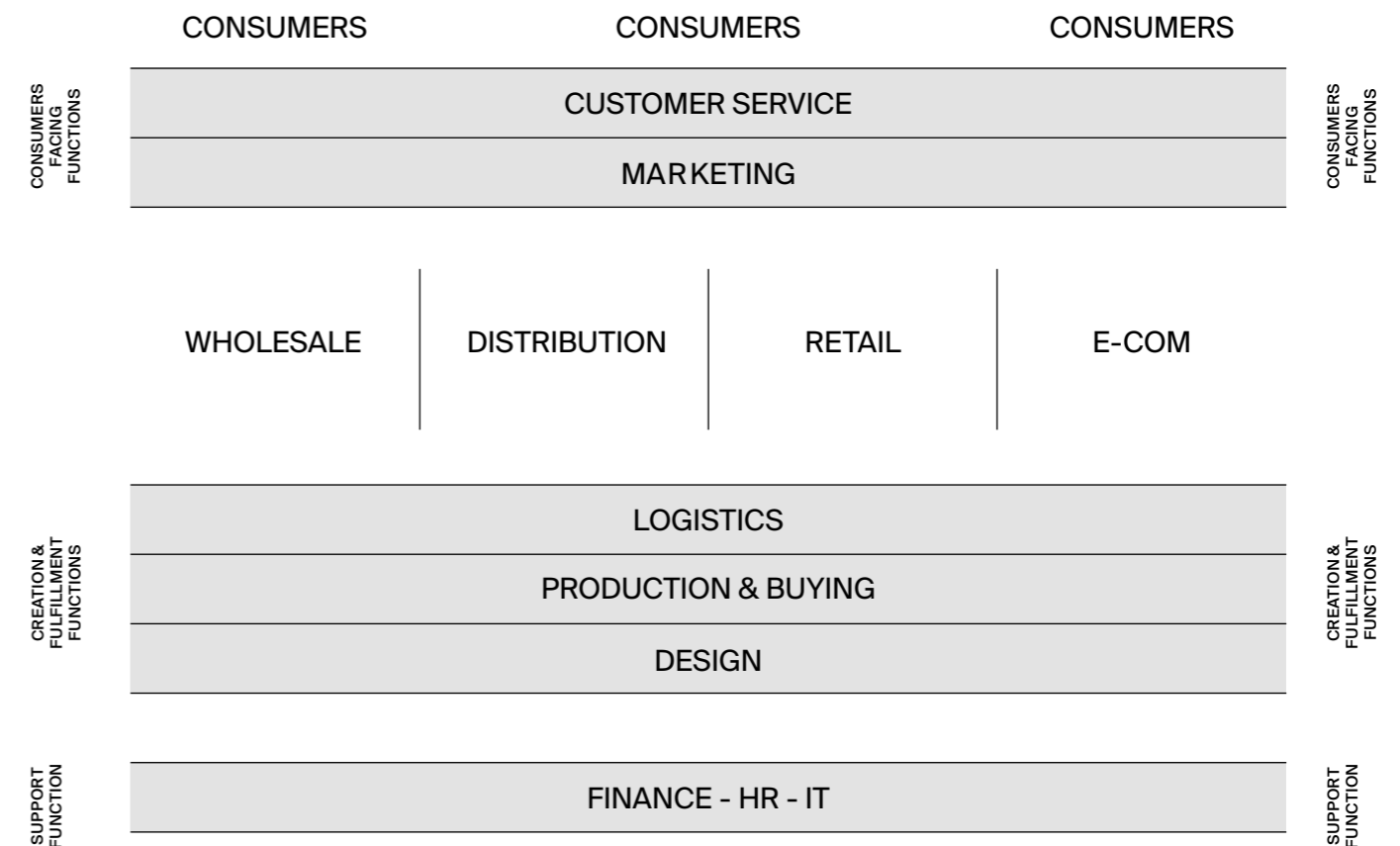
FOUNDED IN STOCKHOLM 1996, J.LINDEBERG INSPIRES UNCONVENTIONAL THINKERS TO LIVE LIFE TO THE FULLEST.

J.LINDEBERG WAS BORN OUT OF AN IDEA TO INJECT STYLE AND ENERGY TO GOLF BY CHANGING HOW PLAYERS ALL OVER THE WORLD DRESS ON AND OFF THE COURSE. SINCE 1996, WE'VE CONTINUED TO BRIDGE OUR WORLDS OF FASHION AND SPORTS WITH IRREVERENCE, OFFERING SOPHISTICATED, EDGY AND COMFORTABLE PRODUCTS FOR A MODERN ACTIVE LIFESTYLE.

The collections bring together creativity and Scandinavian progressiveness – for innovative fashion, sports and outdoor lifestyle wear that is sustainable and delivered through a customer-focused, seamless experience.

With headquarters in Stockholm, Sweden, the distribution covers more than 35 countries. There are more than 150 J.Lindeberg stores in several of the major fashion capitals of the world, such as Copenhagen, New York, Tokyo, Hong Kong and Shanghai. The wholesale distribution features close to 2000 stores, including the leading high-end department and specialty stores around the world.

The sustainability report pertains to J.Lindeberg AB and covers both the 2021 financial year and the 2021 collections. This report has been prepared in accordance with the regulations outlined in Chapter 6 of the Swedish Annual Accounts Act (ÅRL) to ensure compliance with standards for sustainability reporting.





**J.LINDEBERG
IS A RESPONSIBLE
COMPANY, AND WE
CARE FOR THE
PLANET, OUR
COMMUNITIES AND
OUR EMPLOYEES.**

1. TRACEABILITY IN OUR PRODUCTION AND SUPPLY CHAIN

In every step of our creative and manufacturing process, we consider our impact on the planet, people and natural resources.

We design fashion and sportswear that's durable and of high quality, so that it can be worn for many years. Under our fabric strategy, we have targets for more sustainable cotton, we minimize our use of harmful chemicals by choosing the right suppliers, and we are working towards 100% of our manmade fibers coming from recycled sources. We strive for full transparency and traceability throughout the supply chain, selecting business partners with programmes and certifications relating to ethics, health and the environment.

Sustainability in Practice (1) Track my Down

J.Lindeberg has long believed that we can make a difference by choosing ethical and sustainable suppliers for the materials in our garments. We know this is important for the people who wear our clothes too. So we were one of the first fashion companies to introduce traceability for customers.

Customers can scan a QR code attached to the hangers to discover the garment's sources and how it's produced – giving them confidence that the materials and processes we use are ethical and sustainable.

We go further in our approach to down: feathers are a key insulating material in our iconic outdoor clothing for autumn and winter. We only use Allied Feather + Down, a leader in responsible sourcing, who follow stringent sustainability and safety standards. On trackmydown.com, customers can view the source of the down in their clothes – right down to the locations of the farms where the birds were raised.

2. MINIMIZING OUR IMPACT ON THE ENVIRONMENT

We consider the impact of our collection on the environment at every stage of the journey from raw materials to the customer's wardrobe – and beyond.

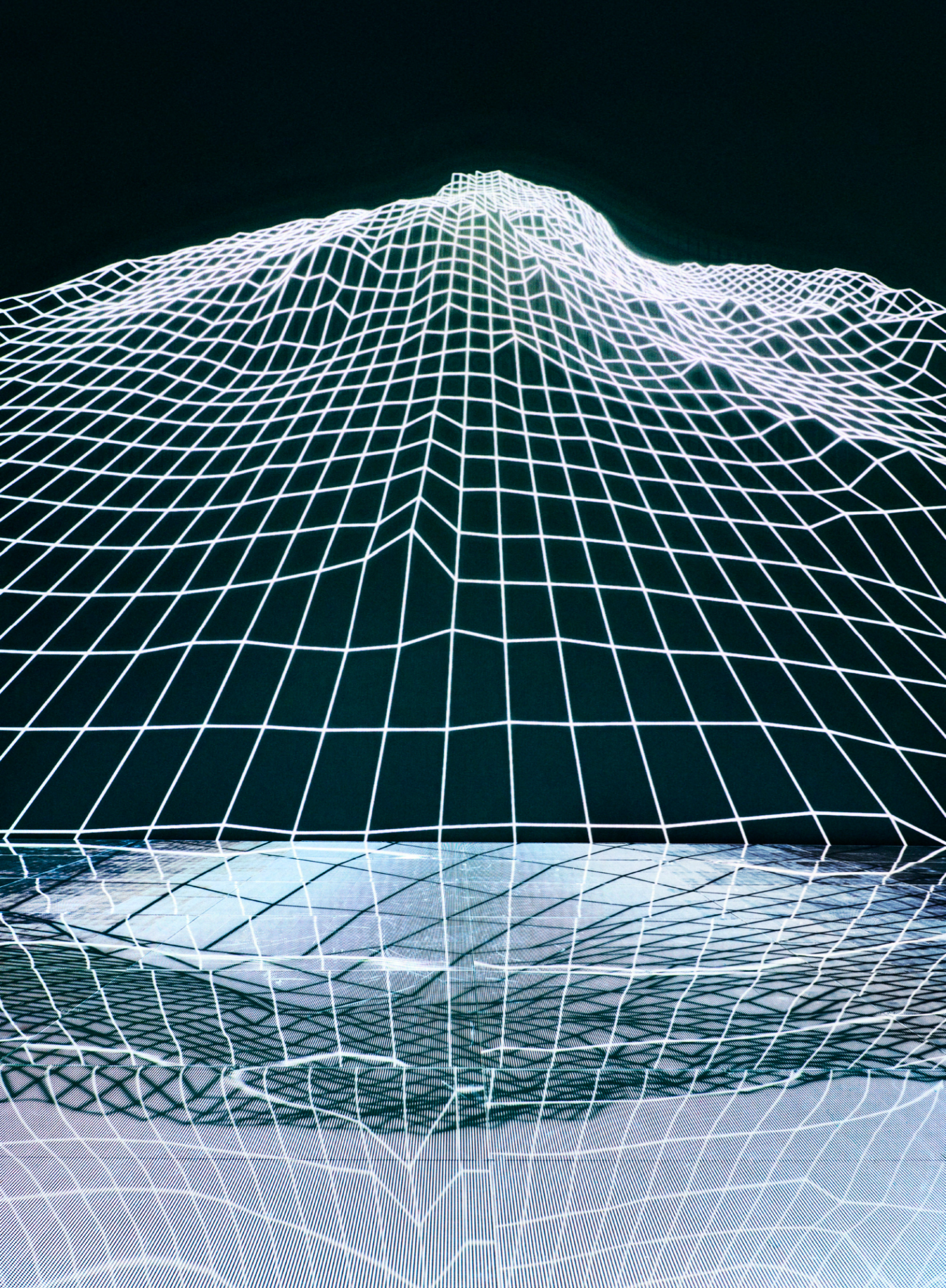
Sustainability shapes our design choices, from fabrics to hang tags, consumer packaging to marketing material. In manufacturing, we encourage our business partners to make efficient use of energy and water, while minimizing waste. To reduce emissions, we transport as much as possible by sea and train, and all our stores and offices are powered by renewable energy. Unsold clothing and returns are donated to people in need.

Sustainability in Practice (2) Climate-Neutral Packaging

As a Scandinavian fashion and sports brand, we believe it's our duty to make responsible choices for the planet. We take every opportunity to minimize our impact on the environment – from our raw materials to the design of our packaging.

We know our customers care as much about the planet as we do. So we want them to be able to take their new pieces home in a J.Lindeberg carrier bag, guilt-free.

All our bags carry the ÅterBära eco label, the first Swedish 100% climate neutral packaging. The paper in the bags is sourced from sustainable forestry. And because the manufacturing of the raw materials and the production of the bag emit some carbon, the carbon footprint of each bag is compensated for by planting and preserving trees in Colombia.



3. A WORK ENVIRONMENT WHERE EVERYONE CAN THRIVE

We seek to empower everyone who works with J. Lindeberg to make the best out of themselves by creating a progressive, energetic and inclusive work environment.

We are sincere, courageous and responsible. We have strong business ethics, unpinned by a Code of Conduct that protects the human rights of our employees and those of our business partners. Throughout our supply chain, we have zero tolerance towards corruption, discrimination and human rights abuses, and we offer fair pay and a healthy and safe work environment.

At J. Lindeberg, we believe in our team and mission. We are customer-focused, entrepreneurial and agile individuals who strive to do our best for all our stakeholders and the planet.

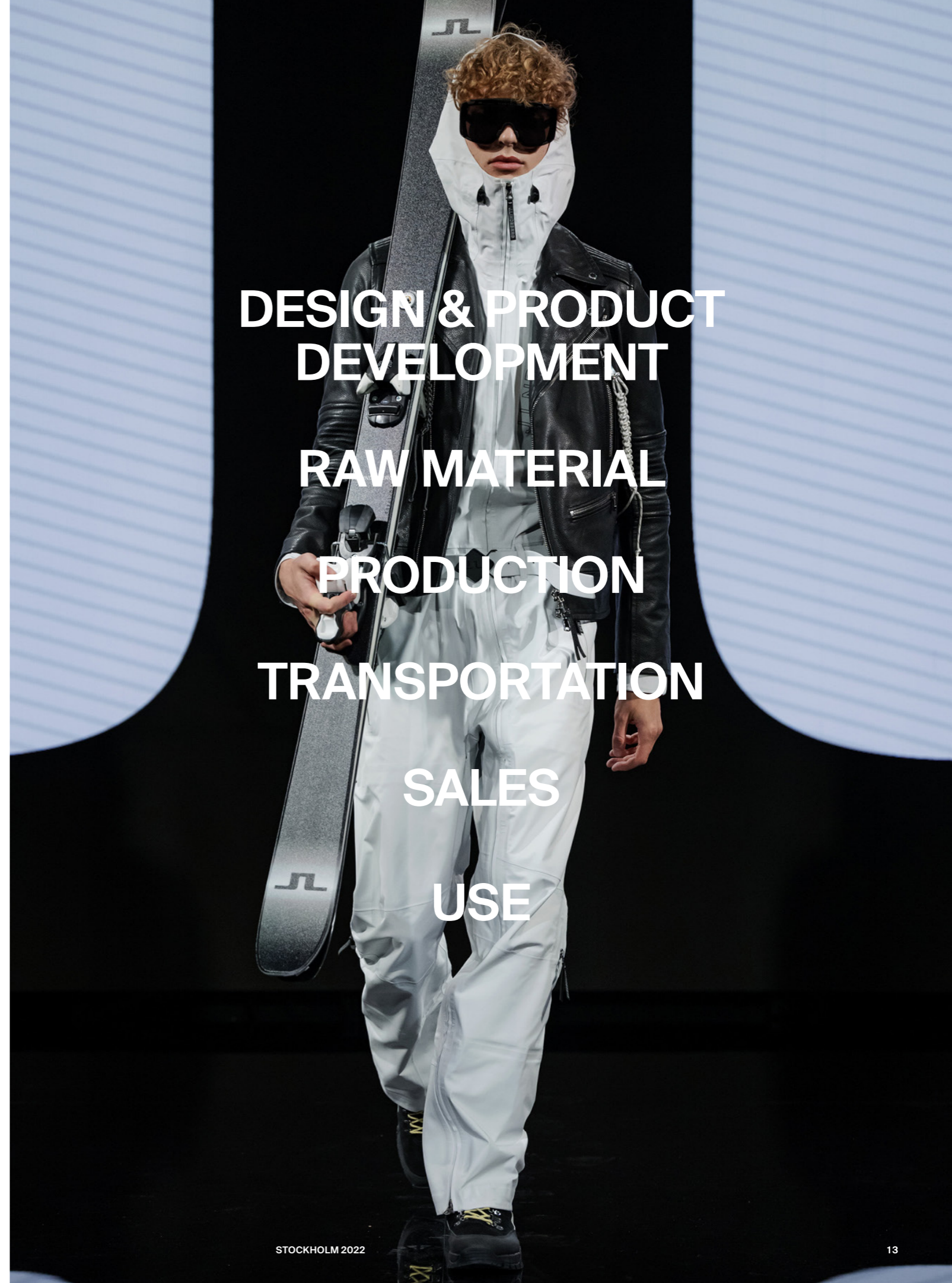
Sustainability in Practice (3) Valuing Employees

The fashion industry depends on the people it employs – in manufacturing, in logistics and in retail. J.Lindeberg customers can be reassured that we value the employees in our supply chain as much as they do.

We set high standards that our business partners must follow. From the factories which weave our iconic woolen coats to the farms where the cotton in our T-shirts is grown. By choosing the right partners, and keeping close cooperation by sharing and following up our standards, we're confident that employees' human rights are respected, that they receive fair pay and have good working environments.

We also care for our own team and believe in development. Everyone's emotional, psychological and social wellbeing are priorities. We strive to give all employees globally access to a specialized health care support. We promote anonymous counselling to promote physical and mental health.

**J.LINDEBERG
ENVIRONMENTAL
POLICY AIMS TO
CLARIFY THE
AMBITION TO
REDUCE OUR
COMPANY'S
ENVIRONMENTAL
AND CLIMATE
IMPACT IN EVERY
PART OF OUR
BUSINESS.**



**DESIGN & PRODUCT
DEVELOPMENT**

RAW MATERIAL

PRODUCTION

TRANSPORTATION

SALES

USE

TARGETS 2023

TARGET 2023: PRODUCT AND RAW MATERIAL

100% more sustainable cotton

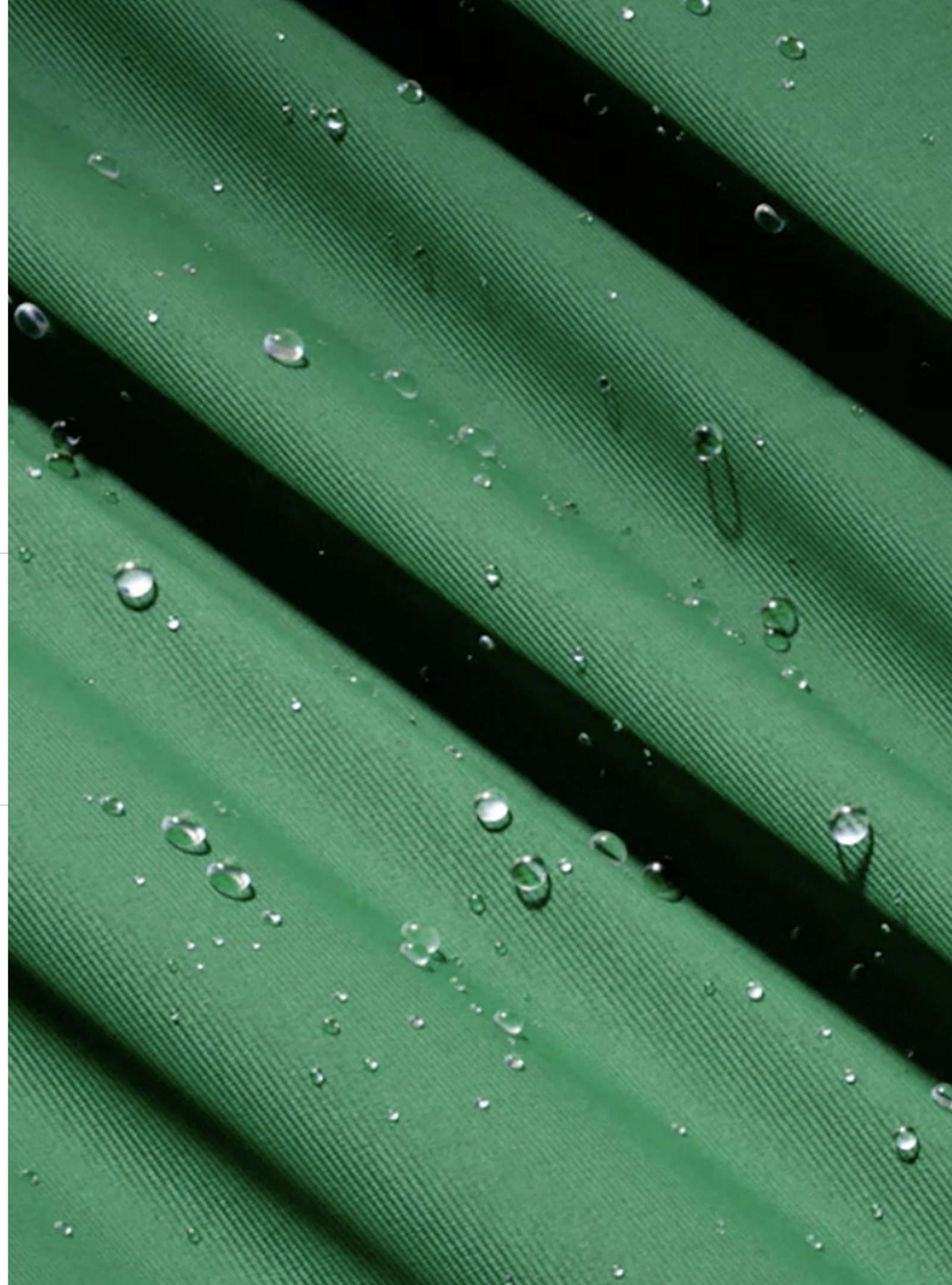
100% traceable animal fibers

100% recycled fiber

TARGET 2023: PRODUCT SAFETY AND PRODUCTION RESPONSIBILITY

100% PFC free

100% Ökotex/Bluesign certified suppliers



OUTCOME OF TARGETS IN 2022

These calculations are based on a number of styles where an improved choice has been made. Most often, styles with the highest volume/quantities are pioneers in more sustainable materials due to the high minimum volume for orders of such raw materials.

FASHION CONCEPT

RESULTS 2022

PFC
100 % of our fashion collection is PFC-free

RECYCLED MANMADE FIBERS (POLYESTER)
All product categories: 14,9 %

MORE SUSTAINABLE COTTON
Organic cotton: 16,3 %
Better cotton: 14,9 %

DOWN
100 % of the down is traceable.

MERINO
95,8 % of merino wool styles are made of fully traceable merino wool.

CHROME FREE
Leather:
48,8 % of leather products are made with chrome free leather.

SPORT CONCEPT

RESULTS 2022

PFC
100 % of our sport collection is PFC-free.

RECYCLED MANMADE FIBERS (POLYESTER)
All product categories: 35,9 %

MORE SUSTAINABLE COTTON
Organic cotton: 0 %
Better cotton: 31,4 %

DOWN
100 % of down used is traceable.

MERINO
100 % of merino wool styles are made of fully traceable merino wool.

CHROME FREE
Leather:
53,8 % of leather products are made with chrome free leather.

TRANSPARANCY - PRODUCT SAFETY AND PRODUCTION RESPONSIBILITY

TRANSPARENCY IS THE PRE-CONDITION FOR ANY CHANGE AND POSITIVE DEVELOPMENT, IF WE DON'T KNOW WHAT WE'RE DOING, WE HAVE NO POSSIBILITY TO CHANGE. J.LINDBERG WORK WITH HANDPICKED FABRIC AND TRIMS SUPPLIERS WHO WE HAVE ESTABLISHED RELATIONSHIPS WITH, CHOSEN BY OUR DESIGN AND PRODUCT DEVELOPMENT TEAMS IN STOCKHOLM.

We're steering our sourcing to suppliers who are certified according to industry standards. In the fashion concepts of our business, we're focusing on Ökotex-certified fabric suppliers. Ökotex is a health standard that sets requirements of chemicals used in the processes.

In our sports concepts, we're focusing on fabric suppliers who are Bluesign certified, a global standard for sustainability in production processes.

SHARE OF FABRIC SUPPLIERS THAT ARE BLUESIGN CERTIFIED

FASHION: 1,5 %
SPORT 22 %

SHARE OF FABRIC SUPPLIERS THAT ARE ÖKOTEX CERTIFIED

FASHION: 6,3 %
SPORT: 54,6 %

TRANS- PARANCY IN THE DETAILS

IT'S NOT ONLY THE MAIN FABRICS THAT ARE OF IMPORTANCE TO J.LINDBERG. WE ALSO CARE MUCH ABOUT THE DETAILS AND TRIMS THAT ARE AN ESSENTIAL PART OF THE PRODUCT.

THREADS

If a product breaks at the seam, it's very likely that the wrong thread has been used. Threads might be the smallest part of a product but if they're bad, it has a big impact. J.Lindeberg choose a nominated supplier for threads that helps us choosing the right one for the right product and fabric. At the same time, the thread is chemically sound, the production and product are Ökotex certified and the production and working conditions well controlled to ensure that the wages are fair and production is safe.

There are products where we're not using the nominated supplier. The reason why is that production might be too far away from the sewing factory, or because we've developed our own thread for maximum functionality.

LABELS

Labels are an important part of the brand identity. We have chosen to gradually switch to labels made with 50 % recycled polyester. 21 % of our labels during 2022 are made with recycled polyester.

STICKERS

Our stickers are FSC Mix, which is a mix of recycled paper and paper from FSC certified forestry.

HANGTAGS

2019, we started developing hangtags with recycled paper.

2022, 28 % are made with recycled materials.

TRACEABILITY

FOR ANIMAL WELFARE REASONS, ANIMAL FIBERS ARE A PRIORITY WHEN IT COMES TO FULL TRACEABILITY.

MOHAIR

J.Lindeberg has a ban on use of mohair.

MERINO WOOL

All merino wool in knitwear is certified mulesing free.

CASHMERE

During 2021, we've continued our work to focus on the cashmere's origin and traceability.

LEATHER

Our leather is traceable to the tannery, in special cases we have longer traceability.

DOWN

100 % of our down is traceable to the farm and made visible to our consumers. We only use one supplier of virgin down.

FUR

J.Lindeberg has a ban on use of exotic fur.

J.LINDEBERG X BETTER COTTON

In 2022, J.Lindeberg chose to take further steps in our commitment to the use more sustainable cotton. We did this by becoming members in the world's leading sustainability initiative Better Cotton. Their mission is to help cotton communities survive and thrive, while protecting and restoring the environment.

THEY DO THIS BY Defining "Better"

Training Farmers Through Capacity Building

Demonstrating Compliance & Continuous Improvement

Connecting Supply and Demand - Chain of Custody

Supporting Credible Communications: Claims Framework

Measuring Results & Impact: Monitoring, Evaluation & Learning in the Cotton Communities

Main impacts of Better Cotton are related to climate change, biodiversity and land use, decent work, gender equality, greenhouse gas emissions, pesticides and crop protection, soil health and water stewardship (<https://bettercotton.org/>).

10 % of our cotton consumption came from Better Cotton in 2022.





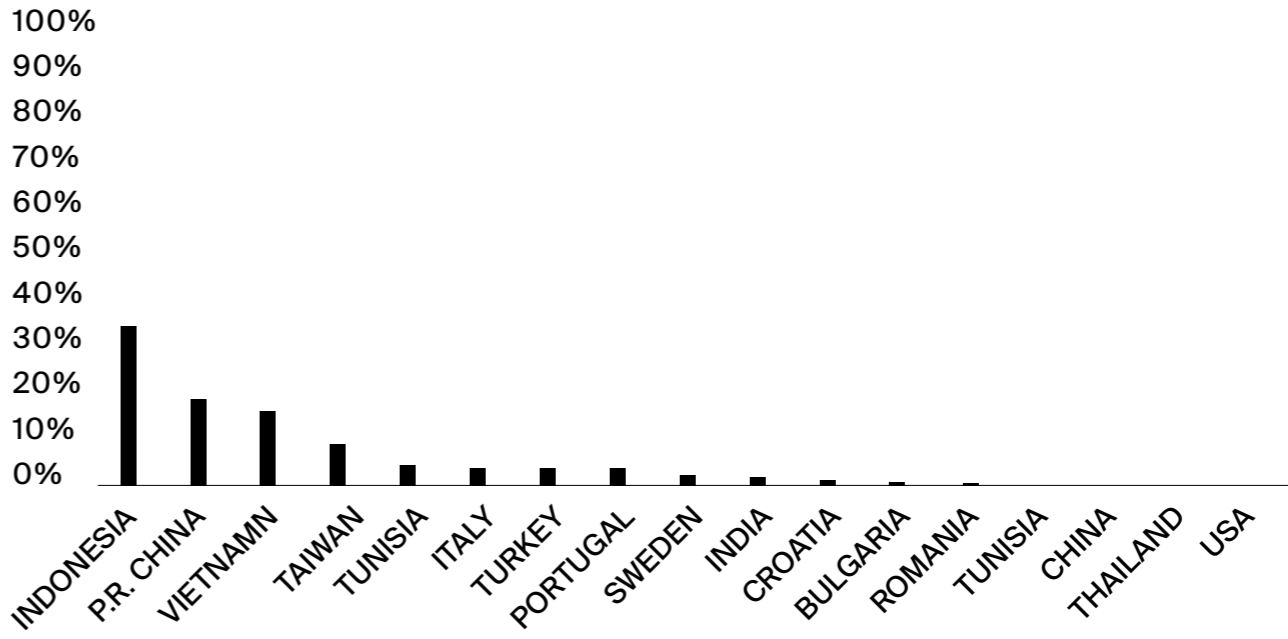
SUPPLIERS & WORKING CONDITIONS

IT'S IMPORTANT TO HIGHLIGHT THAT WE ACTIVELY CHOOSE NOT TO WORK WITH CERTAIN COUNTRIES WHERE WE DON'T HAVE THE CAPACITY TO SECURE WORKING CONDITIONS. NO COUNTRY IS RISK-FREE AND IT TAKES HARD WORK TO CONTROL ALL PRODUCTIONS, BUT WE ASSESS THE RISK TO BE MANAGEABLE IN THE COUNTRIES WHERE WE'RE ACTIVE THROUGH REGULAR VISITS AND AUDITING.

2022 HIGHLIGHTS

We've reduced our sport supplier base by 57 %, from 33 to 19 active suppliers. This enables a tighter co-operation, increased quality control and increased focus on following up on working conditions.

PRODUCTION COUNTRIES 2022





MINIMIZING OUR IMPACT ON THE ENVIRONMENT

CARE, REPAIR, RE-USE & RECYCLE:

Our retail stores and teams are in the forefront of supporting our customers in how to care for a J.Lindeberg garment. It's part of our mission at J.Lindeberg to help make the life of a product as long as possible.

REPAIR

We offer tailoring service to all customers according to need. Our retail stores opened up for a new initiative in 2021, where J.Lindeberg customers are welcome to our flagship store for repairing of their pieces.

RE-USE & RECYCLE

We make sure returns and garments we can't sell doesn't go to waste through co-operations with charity organizations such as Human Bridge (an organization that collects shoes, textiles and clothing in favor of people in need), Newlife Charity and other local organizations.

RE-USE & RECYCLE

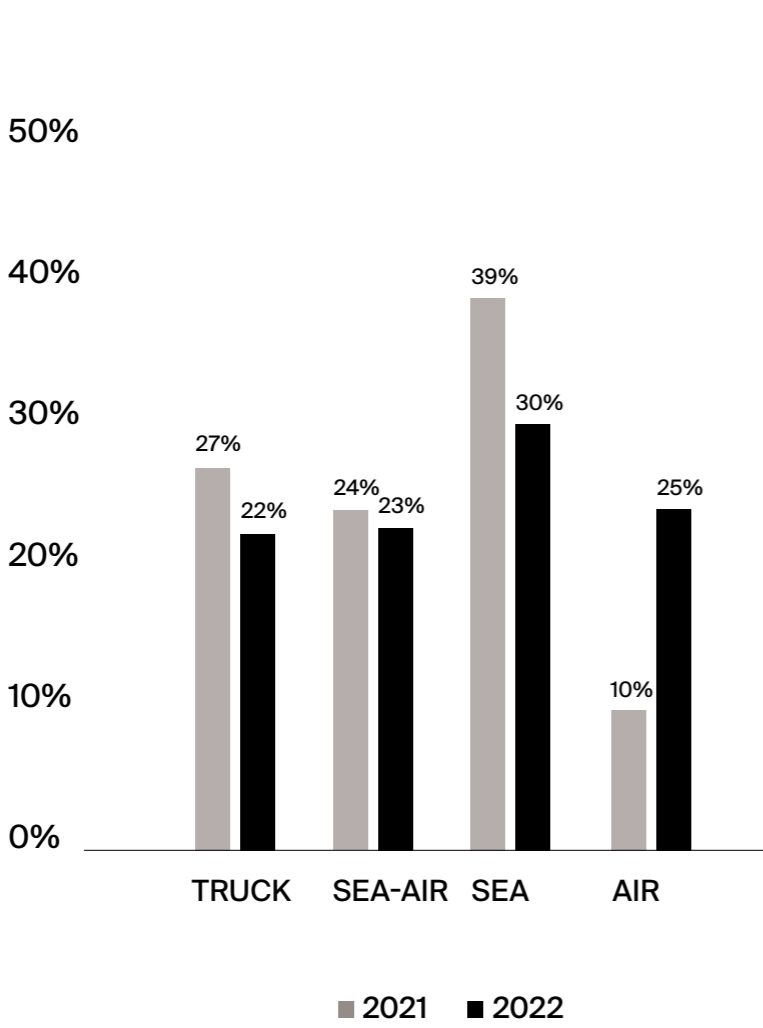
RESULTS 2022

DELIVERED TO HUMAN BRIDGE:

546 kg

TRANSPORTATION

SHIPMODE 2022 VS 2021



2021 WAS A TOUGH YEAR IN TERMS OF TRANSPORTATION DUE TO MANY REASONS, BUT MAINLY DUE TO THE PRODUCTION CAPACITY IN CHINA BEING AFFECTED BY COVID-19, INCLUDING LONGER PRODUCTION LEAD TIMES, LEADING TO AN INCREASED SHARE OF AIR SHIPMENT. WE'VE CONTINUED TO WORK WITH OPTIONS TO AIR, SUCH AS SEA/AIR AND TRAIN, AND THE TARGET FOR AIR SHIPMENT WOULD BE AROUND 5 %.

E-COMMERCE - ENVIRONMENTAL FRIENDLY SHIPPING SUPPLY

- Focus on customer support to help decrease returns and orders with multiple sizes.
- Centralized return hub to minimize and coordinate return shipments.

PACKAGING

We use paper bags for stores since April 2018. J.Lindeberg plastic bags, made from recycled plastic with European origin, are used for outlets and sales.

They're all part of Återbära, which means they're 100 % climate neutral, as the amount of emissions generated throughout the entire process are offset by supporting certified tree planting in South America.

E-commerce packaging was changed from virgin plastic to recycled plastic with European origin as of 2018.

Since 2019, our boxes are changed, with the following result:

- Sizes of boxes are optimized to make the best use of the space on a pallet = efficient shipping
- Closing without glue
- Boxes made of 95% recycled material
- The virgin material used in the boxes comes from responsible sources with FSC certificate
- We don't print on the boxes to save energy and minimize our CO2 footprint

BEHIND THE SCENES

EVEN IF MOST OF OUR BRAND'S FOOTPRINT AND RESPONSIBILITY LIES WITHIN THE PRODUCTION AND DISTRIBUTION OF OUR PRODUCTS, WE TAKE RESPONSIBILITY IN OTHER DEPARTMENTS AS WELL. IN ONE WAY, IT'S EASIER SINCE WE CONTROL IT OURSELVES, BUT ON THE OTHER HAND, IT'S MORE CHALLENGING AS IT MIGHT FORCE US TO CHANGE BEHAVIOR. BUT THAT IS THE CORE OF SUSTAINABILITY GIVEN WHERE WE ARE TODAY, WE NEED TO CHANGE, EVEN IF IT'S ONLY A TINY STEP IN THE RIGHT DIRECTION OF BEING CAREFUL ABOUT RESOURCES AND CHANGING THE GIVEN WAY TO ACT.

IT & FINANCE

Recycling of technical equipment and e-invoicing only option since 2018.

RENEWABLE ENERGY

J.Lindeberg AB runs on renewable energy in the office and own stores. Elkraft is our supplier and we run on hydropower.

PENSION

J.Lindeberg AB takes responsibility both for the direct environmental impact that comes with our business and the indirect environmental impact that comes as a consequence of our occupational pension. Asset Managers are offered sustainability counseling to take climate, social issues and business ethics into the investment process, which also includes efforts to steer companies in a sustainable direction. These analyses are reported in a sustainability grading, which is integrated in the counseling

and shown in parallel with other factors that are important for the employees choice of pension solution. In addition to the pension benefits that are regulated in the pension plan, the employee has access to information about sustainable investments and the possibility to choose sustainable placement options. J.Lindeberg AB's pension plan includes measuring and reporting how sustainable pension capital is invested.



IN 2022, WE LEVEL
LED UP OUR OFFICE
IMPACT THROUGH A
SUSTAINABILITY
ASPECT. THAT INCLU-
DES RECYCLING, TO
MAKE SURE WE MAKE
IT AS EASY AS POS-
SIBLE TO RECYCLE IN
THE OFFICE

WASTE

We're concerned about the amount of industry produces that are not used for different reasons. One action from J.Lindebergs side is to make sure returns and garments we can't sell doesn't go to wast. That's why we co-operate with Human Bridge, an organiza-tion that collects shoes, textiles and clothing in favor of people in need.

WASTE	YEAR	AMOUNT
DELIVERED TO HUMAN BRIDGE:	2022	546 kg

When we develop collections and products, samples and prototypes are part of the process. These products are donated to organizations, such as Human Bridge and Newlife Charity. We also donate to local charities, hospitals and other organizations that might have use of valuable material that we no longer need.

PEOPLE

J.LINDBERG IS ALL ABOUT BEING A TEAM. EVERYONE MAKES A DIFFERENCE AND ARE CRUCIAL FOR OUR PERFORMANCE AS A COMPANY AND A BRAND. ALL COLLEAGUES AT J.LINDBERG SHOULD HAVE EXCELLENT PRECONDITIONS TO MAKE THEIR OWN DECISIONS; SINCE TAKING RESPONSIBILITY FOR OUR ACTIONS IS ESSENTIAL.

J.LINDBERG PEOPLE IN FIGURES

NUMBER OF EMPLOYEES J.LINDBERG AB (RETAIL AND HQ)

Total	Men	Women
206	96	110

AVERAGE AGE (YEARS)

HQ	Retail	Total
36	26	31

GENDER BALANCE

Women	Men
55%	45%

GENDER BALANCE GLOBAL LEADERSHIP TEAM

Women	Men
29%	71%

NON SWEDISH SPEAKERS

2021	2022
9%	20%

VALUES & WORKING PRINCIPLES

FOR J.LINDBERG AS BRAND AND EMPLOYER, IT'S OF THE HIGHEST IMPORTANCE THAT WE, AT AN EARLY STAGE WITH A POSSIBLE NEW TEAM-MEMBER, ARE ABLE TO SHARE OUR BELIEVES AND EXPLAIN OUR CULTURE. WHEN WE'RE ALL ALIGNED ON EXPECTATIONS AND AGREE ON WORKING METHODS, WE CREATE A DYNAMIC WORKPLACE WHERE EVERYONE CAN THRIVE.

ENGAGEMENT SURVEYS
Engagement surveys are an important tool to understand the organization. We conduct monthly surveys that are tools for team leaders to develop the team and move forward.

In 2020, we changed focus of our survey to using Gallup Q12, a methodology that aims to identify the 12 elements of good management. It tells you where you need to focus your effort as a leader and team. It also has a proven and well-documented track record of building high-performing teams and positive, productive working environments.

J.LINDBERG - AN INCLUDING WORLD
We make conscious decisions when choosing how we present our brand and promote diverse casting. J.Lindeberg imagery should represent the world we live in and reflect the including mindset of our brand and heritage.

DIVERSE CASTING
J.Lindeberg signed the Swedish Fashion Council's Ethical Charter in 2017. We want to contribute and establish our responsibility of a healthy body perspective, diversity and working conditions for our business when producing shoots and imagery.

PROGRESSIVE

We strive to be at the forefront and we dare to challenge the status quo. It comes to our Scandinavian heritage - we are innovators within apparel, use of resources and ways of working.

INCLUSIVE

We are a people company. We are diverse and responsible. We act with integrity and full accountability for what we do. We are a global community. We care for the planet and each other.

ENERGETIC

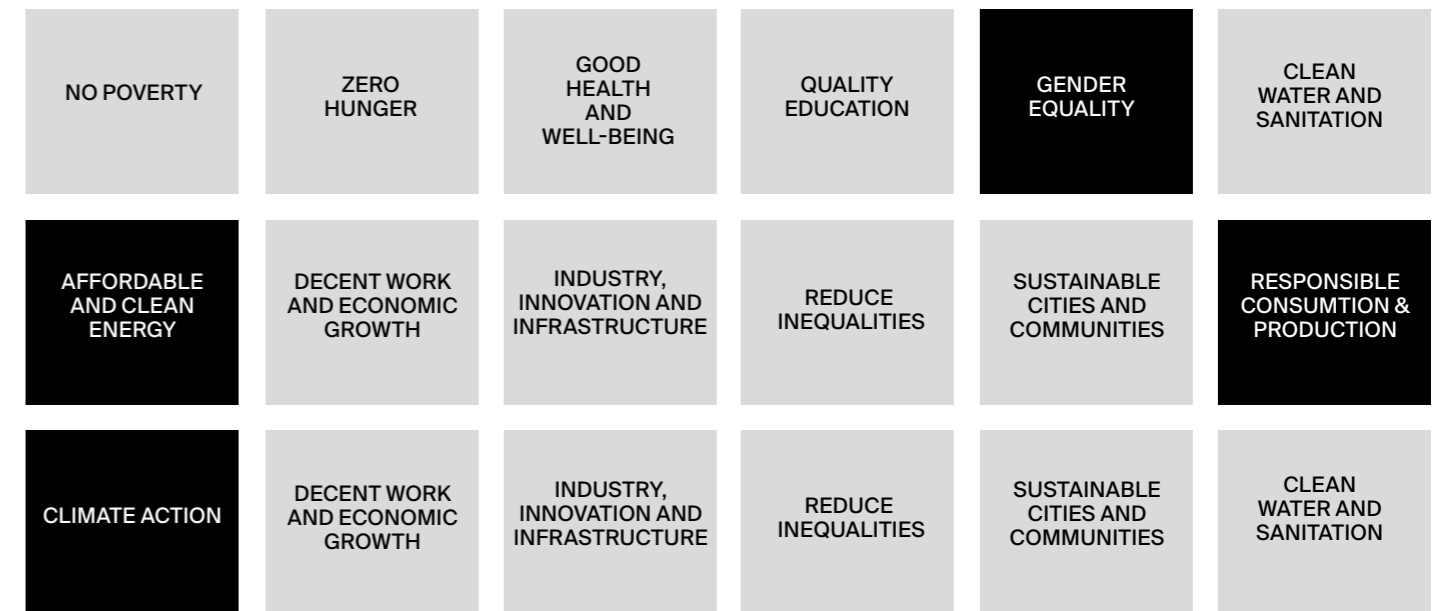
We bring energy into everything we do. We are entrepreneurial and agile. We are ready to do more and better each times. It makes our brand vibrant and magnetic.



WHY POLICIES?

OUR POLICIES MAKE UP AN ESSENTIAL PART OF THE WORK TOWARDS SUSTAINABILITY. THEY ARE COMPANY STATEMENTS, DESCRIBING OUR STANDPOINT IN DIFFERENT AREAS AND GUIDING US IN OUR EVERYDAY WORK. THE J.LINDBERG PHILOSOPHY IS TO KEEP POLICIES TANGIBLE AND TO THE POINT.

To make sure the policies are really lived by, we follow up within defined areas that we can measure. For example, when saying we're increasing the co-operation with suppliers that are working to decrease their environmental footprint, we count the share of total suppliers that are Bluesign certified or Ökotex certified and encourage that figure to grow.



POLICIES THAT J.LINDBERG SUSTAINABILITY WORK ADHERE TOO:

- CODE OF CONDUCT
- ENVIRONMENTAL POLICY
- ANIMAL WELFARE POLICY
- ANTI-DISCRIMINATION POLICY
- DIVERSITY POLICY

RISK RELATED TO SUSTAINABILITY

WE UNDERSTAND THE NEGATIVE AND POSITIVE IMPACT OUR BUSINESS HAVE AND HANDLE THESE EFFICIENTLY. J.LINDBERG'S SUSTAINABILITY STRATEGY SUPPORTS FIVE OF THE UN'S SUSTAINABILITY GOALS.

Picture of the Global Sustainability Goals: Gender Equality, Affordable and Clean Energy, Climate Action, Responsible Consumption and Production.

Our policies are addressing the above areas. Below is an overview of the biggest risks related to sustainability.

RISK	DESCRIPTION OF RISK	POTENTIAL IMPACT	ACTION TO MINIMIZE RISK
ENVIRONMENT	Inefficient use of energy, water and raw material and/or risk for pollution. Increased focus on product's environmental impact and coming legal requirements.	Increased costs, negative impact on the environment and diminished reputation. Reduced access of raw material for future needs. Reduced access to water for J.Lindeberg production, people who live close to factories contracted by J.Lindeberg, as well as customers. Disruption in the supply chain, including energy supply. Disruption related to extreme weather conditions.	Development of an environmental strategy and policy. Internal activities for increased efficiency of energy use. Sustainability focus in product development. Increased focus on suppliers' environmental work and certifications.
SUPPLIERS	Suppliers, including sub-suppliers, fabric suppliers, agents and distributors who don't respect J.Lindeberg's Supplier Code of Conduct and are weak in their sustainability performance. Unsustainable routines for buying and supplier management.	Diminished reputation and weaker financial position. Sudden disruption in the value chain. Less competitive purchase price. Increased turnover of suppliers and low efficiency in the value chain. Increased total costs for purchased goods.	Revised plan for supplier management, evaluation of suppliers' risks related to sustainability, activities for approving and developing of suppliers. Increase awareness – training of employees and suppliers in the Supplier Code of Conduct. Integrate suppliers' sustainability work and aspects in the buying process. Increase share of fabric with traceable supply chains and third-party certifications.
LACK OF NATURAL RESOURCES WILL POTENTIALLY INHIBIT GROWTH IN THE TEXTILE INDUSTRY	The supply of raw material we are used to work with in textile production might not cover the need for future growth.	Decreased supply of raw material i.e cotton, less competitive prices. Weakening sales.	Evaluate and implement alternative fabrics, adapt the design process to a circular model where the life of the product is prolonged. Adapt business model to secure future business.
CORRUPTION	To bribe to receive orders. To receive bribe before order is placed. Internal or external fraud. Violation of international trade regulations.	Legal consequences. Diminished reputation and weekend financial reputation.	Training, due diligence, improving processes related to suppliers and customers. Increase awareness of international trade regulations.
DISCRIMINATION & HARASSEMENTS	Unequal handling of staff based on legal grounds for discrimination.	Weakened reputation which might have an impact on sales and the ability to attract and keep staff. Loose talent and perspectives to bring the company forward.	Trainings related to the grounds for discrimination. Working group to address the issue internally. Requirements of diversity when recruiting, goals for diversity overall.
HIGH STAFF TURNOVER	The business might not be run with the expected quality and stability. Difficulties to reach set goals and the company vision.	Financially costly. Stress and illness amongst staff. Increased workload for managers and support functions. Decreased reputation as employer.	Engagement surveys, increased working environment, clarified objectives and targets, leadership training for managers. Build trust and credibility in the working processes. Engagement surveys, transparency and communication. Clarify responsibilities processes.



**IN 2022, J.LINDEBERG
DONATED APPROXI-
MATELY 7000 PCS OF
CLOTHING FOR THE
UKRAINIAN PEOPLE.
IN ADDITION,
200 000 SEK WAS
DONATED TO UNHCR
TO SUPPORT THEIR
WORK IN UKRAINE.**





J.LINDEBERG