

# Sustainability & Corporate Responsibility Policy



## Policy Statement

*It is a privilege to be in a position to where our actions can contribute to make things better;  
better for the people, the community and better for the environment.*

At FRISTADS KANSAS GROUP, we believe that social and environmental responsible companies perform better. We spare no efforts to meet and exceed all Sustainability related expectations of our brands' stakeholders.

We also believe that the greatest reward of our efforts in terms of sustainability is to see the concrete results in the form of good working conditions for the people that we depend on, and measurable reductions of negative environmental impacts.

All our brands embrace the notion that all corporations have social and environmental responsibilities that they must act upon.

On fundamental human and environmental levels, we act because we care, and because we can.

Our overarching ambition in the realm of sustainability is to meet and exceed the expectations of our key stakeholders, and to ensure that our effort generates concrete positive results.

We know that the path to achieve this goes through dialogue, accountability, transparency and continuous improvement.

**Dialogue:** We actively listen to and engage with our stakeholders as well as with experts on environmental and social affairs.

**Accountability:** We monitor the results of our efforts and allow external parties to perform independent gap assessment of our compliance process,

**Transparency and continuous improvement:** information about our CSR policies, goals and progress available to all interested stakeholders.

As a cornerstone of our sustainability commitment, FRISTADS KANSAS GROUP as a member of the United Nations Global Compact has embraced it's 10 guiding principles for Corporate Responsibility on Human Rights, Labour, Environment and Anti-Corruption.

We, at FRISTADS KANSAS GROUP and amongst all our brands, are determined to make every effort to ensure that our sustainability policy and the principles outlined in the UN Global Compact are reflected throughout our brands' organisations, in all our management strategy, in our organisational culture, and in our day-to-day operations.

## *Human and Labour Rights Policy*

1. FRISTADS KANSAS GROUP support and respect the protection of internationally proclaimed human rights.
2. FRISTADS KANSAS GROUP will do everything in our power to make sure that we are not complicit in human rights abuses.
3. FRISTADS KANSAS GROUP upholds the freedom of association and the effective recognition of the right to collective bargaining within our sphere of influence.
4. FRISTADS KANSAS GROUP upholds the elimination of forced or compulsory labour within our sphere of influence.
5. FRISTADS KANSAS GROUP upholds the effective abolition of child labour within our sphere of influence.
6. FRISTADS KANSAS GROUP upholds the elimination of discrimination in respect of employment and occupation within our sphere of influence.

At FRISTADS KANSAS GROUP, we take respect for human rights and compliance with international and local labour laws very seriously. To ensure that we uphold high standards, our Code of Labour Standards is based on those of the International Labour Organisation (ILO) and the Universal Declaration of Human Rights, in relation to forced labour, child labour, freedom of association, compensation, working hours, occupational health and safety, and a legally binding employment relationship.

Our FRISTADS KANSAS GROUP Code of Labour Standards applies to all brands and entities that are part of the group. It is our responsibility towards everyone who contributes to our success, to select business partners that share our commitment to upholding high standards for Labour practices.

FRISTADS KANSAS GROUP is committed to ensure that all suppliers and factories, with which its brands have a direct (contractually regulated) business relationship, understand, share and sign our Group Supplier Code of Conduct. We do not expect all suppliers / factories to be in full compliance with our standards from the start, but to be fully committed to share and reach ours goals.

To verify compliance with our Supplier Code of Conduct, audits are conducted at suppliers/ factories and internal follow up work monitored to ensure that full compliance is being reached within acceptable time frames. To retain external legitimacy for our Code of Conduct Compliance scheme, FRISTADS KANSAS GROUP is a member of the amfori BSCI/ BEPI and recognises other social and environmental standards in low risk countries.

## *Environmental Policy*

7. FRISTADS KANSAS GROUP supports a precautionary approach to environmental challenges.
8. FRISTADS KANSAS GROUP shall undertake initiatives to promote greater environmental responsibility.
9. FRISTADS KANSAS GROUP shall encourage the development and diffusion of environmentally friendly technologies.

At FRISTADS KANSAS GROUP, we recognize that all activities associated with the production, consumption and end-of-life disposal of products has an impact on our environment. We believe that it is our responsibility to work actively and systematically to contribute to a process of continuous environmental improvements within our sphere of influence. In our work to reduce the environmental impacts associated with our business we believe in the value of a life cycle perspective, a precautionary approach, a focus on continuous improvement, and the general idea that prevention is better than cure.

FRISTADS KANSAS GROUP brands and entities comply with the requirements of environmental legislation and approved codes of practice.

We, at FRISTADS KANSAS GROUP systematically assess the environmental impact of our business decisions by listening to stakeholders and environmental experts, and we focus our efforts on the issues that are of the highest concern and where we can contribute most effectively to real improvements.

We continuously seek to improve environmental performance, by reducing use of energy, water and material resources, and by minimizing emissions and waste. Focusing on prevention, we creatively rethink our products and processes and among our employees raise awareness, encourage participation and train on environmental matters.

We are committed to ensure that all our suppliers and factories take environmental protection as seriously as we do and acknowledge and sign our Restricted Substance List latest version.

We also recognize that part of the environmental impact associated with our products may arise during the use and end-of-life phases of their life cycle and we are, therefore, committed to collaborate with our customers to implement the most innovative environmental solutions.

## Anti-Corruption Policy

**10. FRISTADS KANSAS GROUP shall work against all forms of corruption, including extortion and bribery.**

At FRISTADS KANSAS GROUP, we believe that bribery, extortion and corruption destroy confidence in the marketplace and business relationships, weaken democracy, change economic and social development and damage the transparency in the transaction of business.

FRISTADS KANSAS GROUP stands up for business activities free from unfair influence of bribery, extortion and corruption. We support anti-corruption and bribery awareness among our employees and business relations throughout all our offices in the world.

We do not permit illegal payments or bribes to any government official nor do we engage in any political activity or contribution contrary to the laws in countries where we do business.

The acceptance of any advantages in relation to FRISTADS KANSAS GROUP's business is prohibited and in breach of all its brands' policies. Employees are not allowed to request any advantage from suppliers/ factories or other current or future business partners. We strongly discourage the practice of giving and/or receiving gifts .

## Animal Welfare

Animal welfare is important to us, and no animals should be harmed in the making of our brands' products.

All our suppliers/ factories shall manage all significant potential and actual adverse impacts on animal welfare. Adverse impacts on animal welfare issues listed below should as a minimum be managed.

- In businesses where animals are used in the production (fur, wool, leather, silk etc.) such animals must be fed and treated with dignity and respect and no animal must deliberately be harmed nor exposed to pain in their lifespan.
- Taking the lives of animals must, at all times, be conducted using the quickest and the least painful and non-traumatic method available and approved by national and acknowledged veterinarians and only conducted by trained personnel.