

## **Responsible Business Policy at Nybo Workwear A/S**

1. We are committed to taking responsibility for the direct and indirect impacts that our company potentially have on human rights, the environment and other risks in our supply chains that arise through direct or de facto control of our company.
2. We are committed to respecting human rights in accordance with the UN Guiding Principles on Business and Human Rights, the ILO Core Labour Standards and OECD Due Diligence Guidance for Garment. This includes our subsidiaries, suppliers, and contractors as well as sub-suppliers and subcontractors, which all must sign our CoC. The identification of adverse impacts on human rights, the environment, and integrity are considered in relevant decision-making processes throughout the company.
3. We ensure equal rights and include vulnerable stakeholders and groups and implement the possibility of anonymity when complaining and integrate a process of dealing with complaints and remedy.
4. We are committed to evaluating and taking relevant actions on environmental risks within our company and subsidiaries, including supply chain business partners and their subcontractors and involving transportation.
5. We are committed to analyze and prioritize human rights, environmental, and integrity risks along the supply chains, from raw material to garment manufacturing including own production sites. Analysis to identify risks are subject to regular updates according to performed risk analysis. This analysis includes ensuring a safe distance from dangerous chemicals, even in instances where their use is not prevalent among our suppliers and subcontractors.
6. We are committed to living wages and the use of sustainable materials, to responsible procurement and purchasing practices, to the promotion of living wages and to a continuously increasing of the use of sustainable materials.
7. We are committed to due diligence to our most significant risks in our operations and supply chains.
8. We are committed to responsible sourcing practices to avoid adverse impacts through procurement, ensuring meaningful engagement with affected stakeholders and to listen to and address all complaints against the business enterprise, including its own operations, and to take appropriate measures.
9. We ensure publication of the policy on the website and internally in our organization. This includes information that allows external stakeholders to learn about and assess the adequacy of the company's due diligence processes and the management of risks and implementation of our corporate due diligence obligations, adverse impacts on human rights, the environment and integrity in our textile supply chains.
10. The senior management is responsible for the fulfilment of the corporate due diligence obligations as set out in this policy and corresponding responsibilities for the operational implementation of due diligence processes including sustainability/CSR, purchasing, procurement, design, product development, human resources, and compliance.
11. We ensure that appropriate responsibilities, incentive structures, financial and human resources, and competencies are in place within the organization for the implementation of the policy.
12. We are committed to specific voluntary areas which are published in our CSR report every year.
13. As incentive structures Nybo Workwear A/S see it as important that all employees are treated equally. When employees wish to attend additional training in order to improve their skills, this is supported by the management. General benefits at the workplace are installed to ensure that the workplace is continuously attractive.

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