



PURVEYOR TO H. M. THE QUEEN OF DENMARK

NYBO

WORKWEAR SINCE 1962

CSR 2022

C O R P O R A T E
S O C I A L
responsibility



WORKWEAR WITH A POINT *of view*

Nybo Workwear A/S (hereafter Nybo Workwear) is a family-owned company, which has started by the married couple Peder and Margit Nybo Jensen in 1962 under the name Nybo Jensen Konfektion A/S. The couple wanted to create a brand of workwear garments with a higher standard than what was available at the time. Margit Nybo took some construction courses. Peder Nybo had sales in his blood, ever since he sold doves to the market in Viborg as a kid. It was therefore natural for them to base Nybo Workwear on Jutland's values of decency and trustworthiness. As Peder Nybo said: "A good deal is a deal, that's good for both the seller and the buyer". These ideals manifested themselves in their quality product as well as the responsibility they took for their hometown, Viborg, where they started many initiatives. We are acknowledged purveyor to H. M. The Queen of Denmark as the only work wear supplier in Denmark.

In March 2022 we did have 60 years anniversary celebrations in Nybo Workwear and it was celebrated in June with the employees and their spouse/friend and a salute from our cannon started the party.



Today the next generation of the Nybo family are involved in the company in different positions. Therefore, the values of Peder and Margit Nybo live on in business today, as we find it essential to take corporate social responsibility. We do that because of our main principles:

1. We believe that we must behave decently in relation to other people - our own employees, our suppliers' employees, our customers, their customers, and others we meet on our way.
2. We believe that we have a responsibility for our environment and nature -to pass it on in good condition for future generations.
3. We believe that decent behavior and sound business are interdependent.
4. We appreciate that many of our customers focus on Corporate Social Responsibility and sustainability and place high demands on ourselves.

CONTINUED SUPPORT TO GLOBAL COMPACT

Nybo Workwear has been supporting the UN Global Compact since 2011. Together with our core values, these 10 principles form the basis for our holistic approach to CSR.

- People
- Purchase
- Product
- Process

SUSTAINABLE DEVELOPMENT GOALS

In 2019 we have chosen the following Sustainable Development Goals which we will focus on the coming years

- 4 – Quality education
- 5 – Gender equality
- 12 – Responsible consumption and production
- 17 – Partnerships for the goals

ABOUT OUR CSR REPORT

The purpose of our CSR reporting is to provide a comprehensive picture to our stakeholders of our CSR performance in 2022. Our CSR report form at the same time the obligatory Communication on Progress (COP) report to UN Global Compact.

From 2023 we will insert data in a Global Compact digital platform which will result in a Communication on Progress (COP).

The report covers our 5 locations: Headquarter in Viborg, Denmark and our 4 production facilities in Latvia.

As we will continue our strategic and systematic work with CSR, any constructive comment for further improvements is highly appreciated.

We hope you will enjoy reading it!



Helle Nybo Holmberg
CEO, Nybo Workwear A/S

Helle Nybo Holmberg



An universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.



At Nybo Workwear, we work to ensure that our employees in Denmark and at our global partners can be trained. We encourage – and honor – that all our suppliers and subcontractors, both socially and financially, support professional education including writing and language teaching.

In our domicile, in Viborg, we have students in training, so that future generations get the best conditions and opportunities for a good and adequate education. Our goal is to have 2-3 students at Nybo Workwear.

Nybo Workwear in Denmark also has a long tradition of having job trainees with physical and / or mental challenges, which means that they have not been in the labor market for a long time. During the internship at Nybo Workwear, the interns are supported and evaluated to have positive approach to life and

a new beginning in the labor market.

In Asia, our suppliers offer education to underprivileged children in the vicinity that can raise the standard of living in the long run.



At Nybo Workwear, we require our suppliers to live up to either the SA8000, the Amfori BSCI or similar standard. One of the reasons is that we want to fight discrimination based on gender.

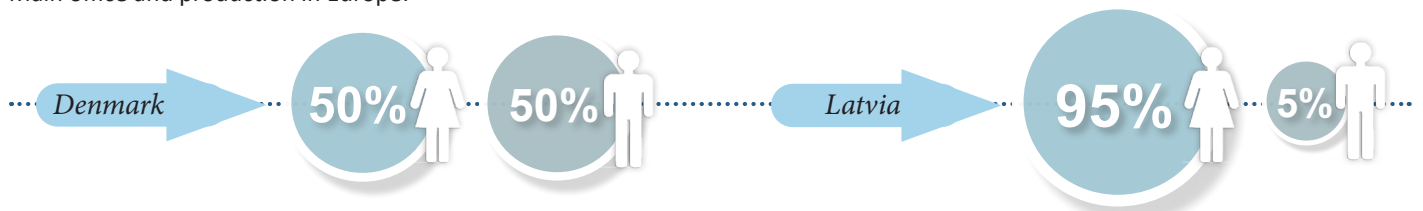
We place emphasis on choosing partners who employ women on an equal footing with men. This applies not only in production subjects but also vertically in the partners' organizations.

We fight against the exploitation of women by ensuring that our suppliers and subcontractors take in women as seamstresses and ensure that they receive an education and can work towards financial independence, increased independence, and self-esteem, and thus a higher standard of living and quality of life.

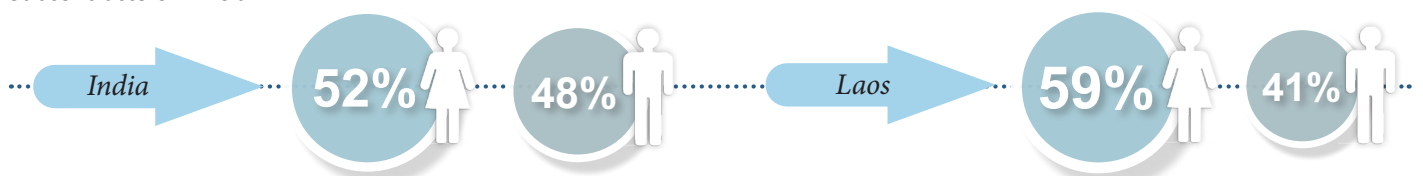
Our suppliers in Asia work actively for gender quality by having approx. 50% of women employed in their company and have nurses employed. The suppliers are a driving force in the establishment of more schools, as well as creating safe housing conditions for young women in education.

GENDER *distribution*

Main office and production in Europe:



Subcontractors in Asia:





Nybo Workwear is successfully working to reduce energy and water consumption by 3% per year and has already good results. In 2018 - for example – we reduced water consumption by almost double the target. We work purposefully to develop new collections and products based on circular economy, as well as to optimize the sustainable actions of existing collections and products. We are for example looking critically at the choice of fabric and ensuring an improvement in sustainable raw materials without compromising product life and comfort.

In 2015, we launched our first sustainable oriented clothing collection “Nature”, which is produced from organic cotton and recycled post-consumer polyester, which is made from old plastic bottles collected in nature. Prior to the launch, there are several years of innovative product development, research, and

testing, which ensures textiles with at least the same life as conventionally produced textiles.

99% of our garments are Oeko-Tex 100 class II certified. This means that we have also chosen to commit to the EU’s REACH directives, which are known to have the world’s strictest regulations on chemistry. The REACH regulations require companies to prove that their production is not a danger to nature, and we support this. 77 % of our raw materials are certified with the environmental certifications Bluesign or STeP.

In addition, we work with partners who have launched various initiatives to reduce their resource consumption. These include weaving mills in Asia, which have managed to run parts of their production on solar energy and rainwater, as well as improved wastewater treatment and recycling.

In our domicile in Viborg and with suppliers in both the EU and Asia, we have launched - and followed up on - various initiatives aimed at recycling our raw materials: Collection and recycling of paper, cardboard, plastic, and surplus pre-consumer fabrics. These sorted raw materials are donated or resold to certified buyers in local areas.

Nybo Workwear has always taken pride in delivering durable quality products that have a long life and that are based on sustainable initiatives. Better quality and care in the long run means less consumption and replacement / purchasing.

Nybo Workwear requires of their partners an annual report on the progress of their sustainable oriented projects.



Nybo Workwear has chosen to undertake to trade and work exclusively with those of our non-EU suppliers certified with SA8000, Amfori BSCI or similar certification. We have done this because we want to maintain a high standard in relation to among other things, child labor, pay and the working environment.

That is why we work continuously to build a good standard of living and quality of life for our subcontractors in Latvia and Asia through close, long-term collaborations and specific initiatives.

These initiatives include the provision of training, the possibility of health care for employees and a constant improvement of production conditions - and thus also the quality of products, social responsibility, and sustainable oriented goals.

In collaboration with our foreign suppliers, Nybo Workwear has developed and tested innovative and long-lasting textiles with a focus on global recycling, reducing genetically modified cultivation of cotton and reducing use of pesticides, insecticides, and fertilizers.

We work not only to launch our own initiatives, but also to find partners who stand out due to their approach to sustainable activities, both in terms of working conditions and climate.

These partners include clothing manufacturers, spinners and weavers, who do much to employ and educate the socially disadvantaged, use solar energy, produce using rainwater, establish treatment plants, and improve conditions for local farmers and more.

Nybo Workwear takes pride in entering into long-term agreements with our suppliers. We have been cooperating with our suppliers in Latvia and in Asia for more than 20 years. It provides “peace of mind” and the opportunity to create production conditions, that create improvements in sustainability in the long run.

We consider it a central part of our work to be up to date on how we promote sustainable development. We do this, among other things, by collaborating with tender consultants and public instances to set realistic goals and requirements for sustainable driven processes.



At Nybo Workwear A/S, we take responsibility for both the environment and people. We are constantly working on sustainable and climate-friendly initiatives, also in relation to our selected Sustainable Development Goals, which are part of our strategy.

PEOPLE

Good working conditions are key to success

Anniversary - celebrating 25 years of working

Nybo Workwear A/S is on the market for 61 years.

Through years we manage to celebrate numbers of working years for many of our employees.

In 2022 we have celebrated 25 years of working for Knud og Helle. We are very pleased to have a team, that is build on dedicated, passionate and happy people.



We understand people as all activities related to managing and developing our employees. This includes a safe and healthy working environment, leadership and compliance with Nybo Workwear's Code of Conduct.

Nybo Workwear employs 181 persons – 25 are working at the headquarter in Denmark and 156 are working at our 4 production facilities in Latvia. We are proud to have a very high length of employment – both in Latvia and Denmark.

POLICIES AND STRATEGIES

We want to offer a desirable, developing and challenging place of work that is able to attract and retain quality-minded, well-qualified and passionate employees. We believe that our employees are the most important key to success. We respect and live up to the national labor market laws in Denmark and Latvia.

All conditions regarding employees are described in detail in our handbook for personnel. This is handed out to all employees and kept updated with all new guidelines for the company. With this, we go further than the rather strict laws of labor and employee rights in Denmark and Latvia - and we implement additional training, health insurance and personnel celebrations.

WHAT WE SAID IN 2022

- We continuously focus on improvements concerning health and safety among our employees. Our ambition is to have a stable workforce that cares about each other and Nybo as an attractive place to work. The concern for our employees has always been at the heart of the Nybo Workwear company spirit.
- In 2021 we will make a big effort to digitize the most manual work routines so our employees can use time on other more exciting work assignments.
- We still want to improve our data management on CSR to cover both Denmark and Latvia and to have a close follow up on our sub-contractors. With a new ERP system in 2022/23 we will work on how to be able to measure as much as possible to find possible improvements.
- Establish continues improvements through dialog with the employees regarding sickness and physical work environment.
- In 2022/23 we will expect to have a first aid course again in DK for our staff, so they will be more prepared if needed for use of our own defibrillator in-house.

WHAT WE ACHIEVED IN 2022

- We continued our English language training in Latvia for 1 person. In Denmark 20 persons had a course in first aid and how to use the defibrillator we have in-house.
- Continued systematic employee development dialogues for all employees in Denmark and all managers in Latvia.
- Increased systematic documentation on health and safety issues in both Denmark and Latvia.
- In Denmark we had a very low sick- leave at 6,6% which was 4,6% higher than 2021 since as a high percentage of our staff was sick with Covid-19. In Latvia we had a sick- leave at 7,16% which was 1,5% lower than 2021.
- We continue to measure how the mental work situation is in DK among all employees 2 times yearly to secure that we have a good physical work situation in the company.
- We continued our cooperation with Viborg Municipality to include socially vulnerable citizens into our company. In 2022, we had 4 persons employed on special terms.
- Our sub-contractor in India is now sponsoring primary education of 44 girls and underprivileged children in areas near their factory.
- In Denmark we donated to the organizations: The Fight against Cancer and Julemærkefonden, the latter is a Danish charity that operates four so-called Christmas seal homes for children with social challenges.

WHAT'S NEXT FOR 2023

- We continuously focus on improvements concerning health and safety among our employees. Our ambition is to have a stable workforce that cares about each other and Nybo as an attractive place to work. The concern for our employees has always been at the heart of the Nybo Workwear company spirit.
- We will implement a new ERP system in 2022 and will make a big effort to digitize the most manual work routines so our employees can use time on other more exciting work assignments.
- We still want to improve our data management on CSR to cover both Denmark and Latvia and to have a close follow up on our sub-contractors.
- Continued improvements through dialog with the employees regarding sickness and physical work environment.
- We will involve our staff more deeply in our CSR work and sustainable strategy, which we will develop in 2022 in 4 yearly staff meetings.

PURCHASE

A trustful partnership is the key to responsible sourcing

We understand purchase as all sourcing activities related to procurement and supplier management at Nybo Workwear. Nybo Workwear has main suppliers of textile distributed in Europe and Asia. Our European suppliers are all subject to strict European legislation and control and the same for our suppliers in Asia. Our key suppliers in Laos and China holds an Amfori BSCI certification and key supplier in India holds a SA8000 certification. Our focus is always to cooperate with suppliers, which are Amfori BSCI, SA8000, SEDEX or similar audited.

POLICIES AND STRATEGIES

Our ambition is to do business with suppliers who meet the same high standards concerning quality, ethics, environment, and security of supplies as we do ourselves. We only source from international recognized suppliers. We believe that we achieve the best results through trustful partnerships striving for improvement in regards to human right, labour rights and environmental issues. Therefore, we are convinced that it is through a long-term partnership with our key suppliers that we achieve the best results. Regular visits in the places of production guarantee observance of the agreed conditions. Nybo Workwear is a member of the trade association "Danish Fashion and Textile" that has developed a recognized code of conduct targeting suppliers named FairFashion. Our goal is to ensure that our suppliers live up to standards like FairFashion.

WHAT WE SAID IN 2021

- All European suppliers with a purchase of more than 500.000 DKK must sign the FairFashion Code of Conduct as an integrated part of the contract with Nybo Workwear.
- Asian suppliers with a purchase of more than 100.000 DKK are obliged to sign the FairFashion Code of Conduct as an integrated part of their contract as well as fill in the Nybo Workwear-self-assessment.
- We will have zero tolerance when it comes to corruption.

WHAT WE ACHIEVED IN 2022

- Our existing suppliers all live up to our high standards for quality and responsibility.
- We have not had new suppliers in 2022 and we have agreements with all external suppliers.
- Our supplier in Laos is a member of Amfori-BSCI and we have awaited that the audit should take place in March 2020, but it has still not been possible to have an audit, as it has not been possible to travel to Laos from Thailand or other countries due to Covid-19. We expect, that it will take place in 2023.
- Covid-19 has made it impossible to visit our suppliers in Latvia and Asia. It has meant that we have had more virtually meetings than normal. As it is suppliers that we have worked with for many years it has not been a challenge to keep the quality we know each other and our demands to the garments.
- We have not had any situations where a supplier has failed in our cooperation and no corruption

WHAT IS NEXT FOR 2023

- All European suppliers with a purchase of more than 500.000 DKK must sign the FairFashion Code of Conduct as an integrated part of the contract with Nybo Workwear.
- Asian suppliers with a purchase of more than 100.000 DKK are obliged to sign the FairFashion Code of Conduct as an integrated part of their contract.
- Furthermore, we will only work with suppliers which has Amfori BSCI with a A-B grade, Sedex or SA8000 or similar audited.
- We will work on improvements in social- and environmental aspects at our sub-contractors in Asia.
- It is a strategic goal that we will find sub-contractors in the immediate area to be more flexible and shorter delivery time.

PRODUCT

High quality in everything we do

We understand “solutions” as our full assortment of products, processes, customer relations, and sales and marketing activities. As a textile company our main impact on society is related to the quality and content of the products we sell. It means that our focus is constantly on environmentally friendly fabrics and accessories we use in our products.

POLICIES AND STRATEGIES

Since the foundation of Nybo Workwear, we have strived towards high quality in everything we do. We believe that quality and responsibility are interrelated.

We also believe that we have an obligation to develop innovative and environmentally friendly products, which will be a benefit for all involved.

Nybo Workwear works only with experienced and international recognized sub-suppliers of raw material for industrial washable products. All specifications of fabrics and accessories are determined and controlled according to international standards regarding quality, environmental requirements and healthy working conditions. A continuous follow-up takes place regarding the fulfilment of the agreed demands and arrangements.

In our catalogues and on the web, we clearly indicate which certificates relate to each product. It assists our customers in making a responsible choice.

WHAT WE SAID IN 2022

- We will continue to live up to EU-Eco design and our customers' demands concerning environmental and social responsible products and processes.
- We will continue to contribute to new innovative and sustainable solutions within fabrics, accessories, and finished products and be a frontrunner in the work wear business and will launch a concept of more collections in 2022 with use of other sustainable blends.
- It is very important for us that we are participating in network groups and partnership for development of sustainable solutions to gain experience and knowledge and how we can work together with our customers.
- We will focus on using fabric suppliers which are certified with Oeko Tex STeP or bluesign where it is possible.
- We will measure how the mix is of sale of ordinary collections and sustainable collections.
- We work with several suppliers to have the EU-Ecolabel environmental certification.
- We will focus on our transport, follow our carbon footprint within this activity – regarding our sea- and air freight from Asian suppliers. As we have made a stricter planning system, we are sure that we will see reductions in 2022.
- We expect to have a result on our CO₂ - footprint in 2022 and a plan for how we can reduce CO₂ in Scope 1, 2 and 3.

WHAT WE ACHIEVED IN 2022

- We have recertified all our finished products with Oeko-Tex 100- class II.
- 86% of our total standard products the fabrics are certified with bluesign or Oeko Tex STeP, which is environmental certifications. It is 10% higher than 2021 as 7 of our suppliers of fabrics now have been certified with above certifications.
- We have had focus on sustainable products - and for us it is not only to use sustainable fabrics but also to produce quality products with a long lifetime and performance, so the customers must have as few supplies of garments as possible in the contract with the end-user and develop classic collections which give job satisfaction and nice to wear for a longer time.
- We have reduced our use of air freight in 2022 with 82% as we can see that our new planning system gives us valid data for placing orders in due time and projects were ready in due time compared to 2021 where we were facing problems with Covid-19 and delays.
- We have launched a new collection; Sporty-Mix which is produced with 50% polyester and 50% Better Cotton in pique and woven fabric.
- We have measured that 12% of our sale is made of fabrics with sustainable initiatives.
- In 2022 we started up to work with a consultant and where we did calculate our Co₂ footprint Scope 1,2 og 3 on the whole Company.

WHAT IS NEXT FOR 2023

- We will continue to live up to EU-Eco design and our customers' demands concerning environmental and social responsible products and processes.
- We will continue to contribute to new innovative and sustainable solutions within fabrics, accessories, and finished products and be a frontrunner in the work wear business and launch a concept of more collections in 2023 with use of other sustainable blends or designed in a way so it will be possible to recycle.
- We will continue with participating in network groups for development of sustainable solutions and to have experience and knowledge and how we can work together with our customers for the future take-back systems and circular economy. We will focus on using fabric suppliers which are certified with Oeko Tex STeP or bluesign where it is possible. We will measure how the mix is of sale of ordinary collections and sustainable collections.
- We work with several suppliers to have the EU-Ecolabel environmental certification and are planning having this in 2023 on important products.
- We will focus on our transport, follow our carbon footprint within this activity regarding our sea- and air freight from Asian suppliers.
- We expect to have a result on our CO₂ - footprint in 2023 on chosen products and a plan for how we can reduce CO₂ in Scope 1, 2 and 3. Furthermore we will strengthen our work on our strategi for circular economy.

PROCESS

Environmental precautions from the very beginning

We perceive “process” as all the internalized activities across our own company value chain, including production, logistics, properties, and utilities.

Our facility in Viborg, Denmark is home of our administration, sale/marketing, design, supply chain and stock. Our environmental challenges are mainly related to our production facilities in Latvia, but also our sub suppliers from Asia are heavily focused on environment as described below. As a textile, producing company our main task is to produce high quality work wear, which means that we have very limited environmental issues related to hazardous waste and wastewater management.

POLICIES AND STRATEGIES

We consider ourselves as an integrated part of our common environment. Despite our modest size and position as an international player, we are determined to demonstrate our will to contribute to the preservation of our environment and resources.

We continue our recycling project of paper, cartons, and plastic in cooperation with Zala Josta Ltd. a Latvian company caring for a clean Latvia. We collect and sort all waste: fabric, paper, cartons, and plastic for recycling. Our systematic work with re-cycling has given us the Zala Josta certificate, which certifies that our production site “Sia Nybo Dobeles” is environmentally friendly. In Denmark, we sort all waste: paper, cartons and plastic and sell it for recycling. It is all cleaned and pressed in big bales of 80 kg. Carton boxes from suppliers will be reused for shipments to the customers if quality is ok. We only use a minimum of plastic bags in our cartons. Co2 impact is an area that is gradually emerging, and it will require more knowledge and focus in the coming years and we will go deeper in to measure it according to coming standards, so it is comparable in scope 1, 2 and 3.

WHAT WE SAID IN 2022

- We still want to continue reducing our energy and gas consumption in Denmark and Latvia with 3%.
- Our aim is to reduce our water consumption by 3% total.
- We will continue to recycle as much as possible in Denmark and Latvia and be very strict in sorting our garbage.
- In the future, our printed communications will primarily be printed digitally and on environmentally friendly paper, which is FSC certified (Forest Stewardship Council).
- In Denmark we will make a total overview of how we can save energy DK and gradually change areas with better solutions.
- CO2 footprint in 2022 – we will map this subject on our whole and make a procedure for how we can measure this.

WHAT WE ACHIEVED IN 2022

Electricity:

- In our facility in Latvia, we have used less energy as in 2021 as we have had less overwork.
- In Denmark we have also used less in energy compared to 2021. We have exchanged to LED light in the building
- and started to turn off the power at the working stations after work and in the weekends.

Gas:

- In Denmark we have used 2% less gas and in Latvia, we have used 16% less gas as in 2021 although it has been a colder winter and demand for heating both places. Furthermore, we have installed 10 air heat pumps in Latvia and can see the saving in gas consumption.

Water:

- Our water consumption in total has been reduced with 22% and this is very satisfying as our goal was a reduction on 3% It depends on how much wash testing, we do in Latvia on new fabrics where this has been less in 2022. In Denmark much less water is used with less saving possibilities.
- We brought 40,0 tons of material back to full recycling in 2022. It is a decrease of 32% compared to 2021. We have had less production in Latvia in 2022.
- Our production sites in Latvia were certified with Oeko Tex STeP environmental certification in the highest level 3 which means that finished garments are produced in the best environmental way and that the working conditions is on a high level and live up to the demands in the standard.
- We have been in dialog with companies who can produce fabric in immediate area to EU so we can be more flexible and have a more sustainable supply chain.

WHAT IS NEXT FOR 2023

- We will have zero tolerance when it comes to corruption.
- All new European suppliers with a purchase from Nybo Workwear of more than 500.000 DKK must sign the FairFashion Code of Conduct as an integrated part of the contract with Nybo Workwear.
- All new Asian suppliers with a purchase from Nybo Workwear of more than 100.000 DKK are obliged to sign the FairFashion Code of Conduct as an integrated part of their contract.
- Furthermore, we will only work with suppliers which has Amfori BSCI with a A-B grade, Sedex or SA8000 or similar audited. We will work on improvements in social- and environmental aspects at our sub-contractors in Asia.
- Our supplier in Laos is a member of Amfori BSCI and will have their audit in September 2023 as the borders now are open again for travel from Thailand. This has been postponed from 2022.
- We will involve our staff more deeply in our CSR work and sustainable strategy, which we will develop in 2023 in 4 yearly staff meetings.
- We will start up the work to be certified with Oeko Tex MADE IN GREEN in spring and then Green Button later as we have Oeko Tex STeP certified productions and fabric suppliers. It gives a transparent and traceable supply chain.
- We will make agreements on sub-contractors in 2023 for deliveries of fabric to be more flexible and shorter delivery time from our production sites in Latvia.

Energy
save
10%



FRONTRUNNER IN WORKWEAR *based on sustainable initiatives*

2010

2022



Charisma Premium

2014, introducing new collection made with TENCEL™.



Sporty

2020, our Sporty collection is upgraded about Better Cotton.



Nova Premium

2021, introducing new collection made with TENCEL™.



2010

2014

2015

2020

2021

2022



Tennis

2010, we have launched collection made with TENCEL™.



Nature

2015, we invented collection made of recycled polyester and organic cotton.



Nature Jeans

2021, we have launched collection made with Better Cotton.



Sporty Mix

2022, we have launched collection made with Better cotton and polyester in pique part, and woven fabrics with Better Cotton.



12% of our total sale of garments, is produced with fabrics, which are made with sustainable approach.

Sustainable initiatives



In 2010 we found that the new TENCEL fabric that came on the market was a new type of fabric with a natural sustainable approach, compared to what has been possible. TENCEL replaces cotton and it is a perfect choice for the user who has sensitive skin as it is very soft. It has a natural temperature regulation, so it gives a better resistance to bacteria and minimizes sweat odor.

TENCEL™ branded lyocell and modal fibers are produced by environmentally responsible processes from sustainably sourced natural raw material wood.

Lenzing relies on responsible forestry and is committed to sourcing wood and dissolving wood pulp exclusively from non-controversial sources.

TENCEL™ fibers are found in the collections of many leading designers and renowned retailers.

The TENCEL™ benefits of high strength natural raw material and environmentally responsible production are gaining in importance. TENCEL™ fibers are a strong alternative to conventional materials in many applications.

TENCEL™ fibers prove themselves in industrial laundries. The high value in use is striking as well as the attractive appearance of the workwear despite repeated laundering. A blend with TENCEL™ fibers and polyester proves to be the best fiber combination. TENCEL™ fibers provide here comfort and naturalness.

TENCEL™ is a trademark of Lenzing AG.

Collections:

- Tennis
- Charisma Premium
- Nova Premium
- Delight - 2010581
- Club Classic - 1050541



Sustainable initiatives



* In 2015 we did launch our next collection based on sustainable initiatives: **Nature**.
Nature is a collection of upper parts made of regenerated polyester and organic cotton.

Nature indicate purity, freshness and healthiness thereby supporting the good qualities of the environmentally friendly fabric. We have also extended the collection with one more model for women.

Regenerated polyester is made of e.g., old, dumped plastic bottles found in nature or at landfill sites. In contrast to the production of traditional polyester, no oil is used in the production of regenerated polyester and therefore the consumption of energy and the CO2 emissions are considerably less.

Organic cotton protects the environment because no pesticides are used in the production. A production without pesticides naturally also contributes to improved living and working conditions of the cotton farmers.

With Nature, the user does not only get a high-quality product. The user also gets a product, produced under environmentally friendly and and resource- saving conditions and the user actively supports a production with a good conscience and takes responsibility for our common future.

*In 2021 we did launch another collection based on sustainable initiatives: **Nature jeans**.

Nature jeans is a collection of highly durable stretch jeans made in environmentally friendlier fabric, regenerated polyester and BCI cotton. A traditional jeans wear look with classic cut insures long lasting design.

With organic cotton, we contribute:



0% use of dangerous chemicals and pesticides

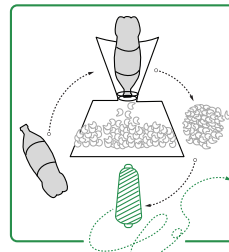


100% hypoallergenic and good for the user



Better environment for farmers, animals and the planet

With recycled polyester, we contribute:



Minimizes the amount of plastic waste in nature



69% less energy consumption than with normal polyester production



Reduces CO2 emissions



1 shirt = 12 plastic bottles
1 trousers = 7 plastic bottles



In 2022:
plastic bottles
533,271

Sustainable initiatives



Better Cotton

In 2020 we became a member of Better Cotton. This membership refers to being a part of the sustainable oriented development.

The Better Cotton is a non-for-profit organization, that exists to make global cotton production better for the people who produce it, better for the environment it grows in and more sustainable friendly future for the cotton sector. Through Better Cotton and its Partners, farmers receive training on how to use water efficiently, care for the health of the soil and natural habitats, reduce use of the most harmful chemicals and apply decent work principles. Better Cotton farmers implementing this system are licensed to sell Better Cotton.

Better cotton is grown throughout the world and in 2020 cotton season, 2.4 million Better Cotton farmers received training and produced 4,7 million tons of Better Cotton – which is equivalent to 20% of the global production of cotton.

One of our biggest suppliers of fabrics with Better Cotton in India has started a project in 2015 with farmers of cotton and it develops in a positive way of getting more villages and farmers to be educated in how to grow cotton in the most sustainable friendly way and protect the land for the future for the people who grow the cotton. Now they work with 80 villages and about 15.000 farmers. 25-30% of the used cotton in total is from BCI certified projects.

Collection:

- Sporty
- Flair
- Nature Jeans
- Sporty Mix



NYBO WORKWEAR IS USING THE FOLLOWING *standards*



**STANDARD
100**

STANDARD 100 by OEKO-TEX®

The Oeko-Tex 100 standard regulates and controls the use of harmful substances in textile production without the use of pesticides and heavy metals. Approval under this standard ensures that fabrics pose no risk to health and it will provide "skin friendly" clothing.



STeP

STeP by OEKO-TEX®

STeP stands for Sustainable approached Textile Production and is a worldwide certification system for environmentally friendly and socially responsible production facilities in the textile industry. The certification is carried out by Hohenstein Institute, owner of the OEKO-TEX® brand.



**MADE IN
GREEN**

MADE IN GREEN by OEKO-TEX®

The MADE IN GREEN label confirms, that an article has been tested for harmful substances. This is carried and through certification in accordance with OEKO-TEX® STeP. It also guarantees that textile productions have been manufactured using sustainable processes under environmentally friendly and socially responsible working conditions.



bluesign®

The bluesign® system is the solution for an improvement of sustainable textile production. It eliminates harmful substances right from the beginning of the manufacturing process and sets and controls standards for an environmentally friendly and safe production. This not only ensures that the final textile product meets very stringent consumer safety requirements worldwide but also guarantees a product made with sustainable approach.



REACH

REACH is the regulation of the European Union, adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals, while enhancing the competitiveness of the EU chemical industry. It also promotes alternative methods for the hazard assessment of substances in order to reduce the number of tests on animals.



ISO 15797

As one of the first in our industry, we use the international test standard ISO 15797 (European Textile Services Association ETSA). A careful selection of tested materials guarantee, that Nybo Workwear products meet the requirements of industrial washing.



Better Cotton

The Better Cotton is a non-for-profit organization that exists to make global cotton production better for the people who produce it, better for the environment it grows in and better sustainable future for the cotton sector. Through Better Cotton and its Partners, farmers receive training on how to use water efficiently, care for the health of the soil and natural habitats, reduce use of the most harmful chemicals and apply decent work principles. Better Cotton farmers implementing this system are licensed to sell Better Cotton.



TENCEL™

TENCEL™ branded lyocell and modal fibers are produced in an environmentally responsible process from the sustainably supported sourced natural raw material wood. TENCEL™ fibers are found in the collections of many leading designers.

One of the most outstanding qualities of TENCEL™ fibers is the ability to enhance breathability. The smooth fiber surface absorbs and releases moisture efficiently and therefore supports the body's natural thermal regulation.

Nature-energy

We have chosen to use green electricity from Natur-Energi, and it matches our thoughts on a greener direction - both for our company and Denmark.

The electricity from Natur-Energi is 100% certified from Danish wind turbines as well as CO2 compensation corresponding to the amount of CO2 that the production of our electricity consumption emits.

Natur-Energi collaborates with WWF Verdensnaturfonden, DanChurchAid and Verdens Skove to create electricity products that make a difference.





The Social Accountability-8000 standard (SA8000)

The Social Accountability-8000 standard (SA8000): The leading certificate when it comes to socially responsible productions. The certificate ensures proper working conditions by testing the companies on many parameters: Employees are guaranteed a healthy and safe workplace with decent working hours, a proper wage and the right to organize themselves when negotiating their terms of employment. It also ensures that there is no child labour, no forced labour and no discrimination.

1. No child labour
2. No forced or compulsory labour
3. A healthy and safe workplace
4. The freedom of association and right to collective bargaining
5. No discrimination
6. A respectable treatment of the employees - no physical violence or mental abuse
7. Decent working hours
8. Fair remuneration - a proper salary
9. A well-managed system and organisation

Amfori BSCI

Amfori BSCI: Based on the UN's principles about the business world and human rights Amfori has developed 11 principles that must be followed to ensure proper working conditions. For example that the employees have fair and legitimate contracts, decent working hours, that young employees work on special terms and that the production is eco-friendly.

1. The freedom of association and right to collective bargaining
2. Fair remuneration - a proper salary
3. A healthy and safe workplace
4. Special protection for young workers
5. No forced labour
6. Ethical business behaviour
7. No discrimination
8. Decent working hours
9. No child labour
10. No precarious employment - fair and legitimate contracts
11. Protection of the environment.



WE SUPPORT



UN Global Compact since 2010

The UN Global Compact since 2010: Ensures human rights, decent working conditions, an eco-friendly production and no corruption.

Human rights

1. Companies should support and respect the protection of international all human rights.
2. Companies should ensure that they are not violating human rights.
3. The freedom of association and right to collective bargaining
4. No forced labour
5. No child labour
6. No discrimination

Environment

7. Companies should have a preventive attitude towards environmental challenges and be at the forefront of the development.
8. Companies should take initiative to promote responsibility for the environment.
9. Companies should encourage the development and dispersion of environmental technologies.

Anti-corruption

10. Companies should work to eliminate corruption in all its forms, e.g. bribery and extortion.

ISO 9001

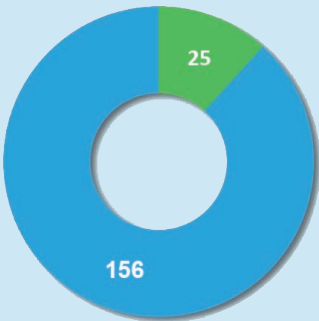
In order to strengthen our production in Eastern Europe, our Latvian based company SIA Nybo Dobeles is certified according to ISO 9001. This means that Nybo Workwear will be even more competitive when it comes to ensuring the quality demands from our customers and to optimizing the daily processes in our Baltic organisation.



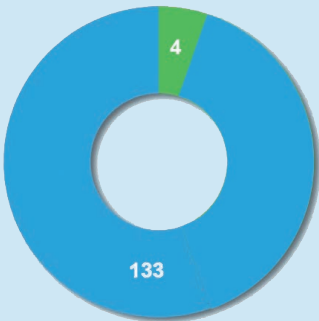
KEY FIGURES *regarding employees*

● - Denmark (Viborg) ● - Latvia

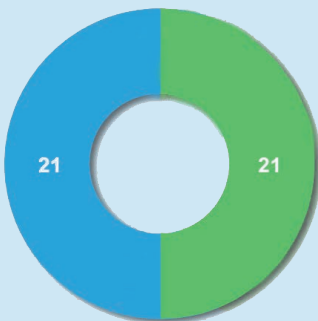
EMPLOYEES - TOTAL
181



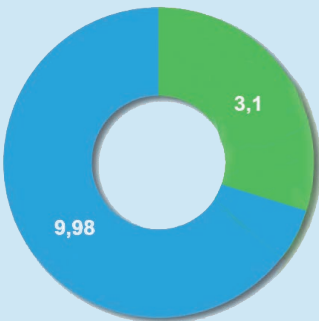
BLUE COLLAR
137



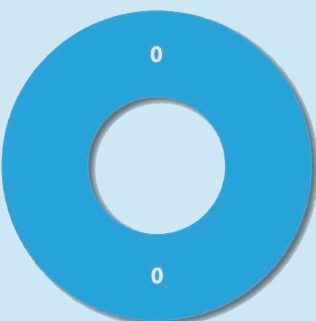
WHITE COLLAR
42



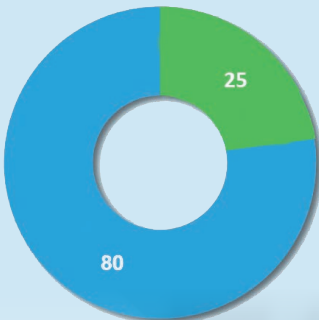
SICK LEAVE



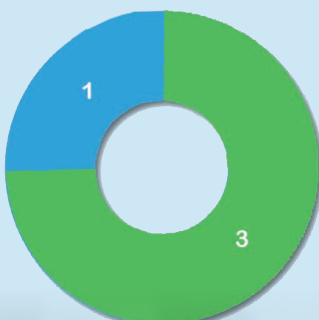
INJURIES
0



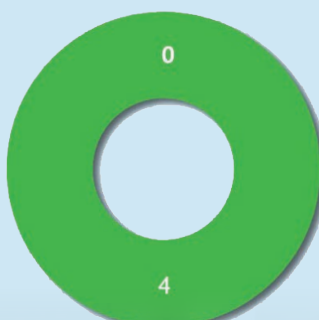
EMPLOYEE DEVELOPMENT DIALOG
105



EMPLOYEES TRAINING
4










EMPLOYEES ON SPEC. TRAINING
4



CSR PERFORMANCE

at Nybo Workwear A/S

	Subject	Objective	Reached 2021	Reached 2022	Goals for 2023		Global Compact/GRI	Page
Purchase	Supplier Code of Conduct	Nybo Workwear's subcontractors must sign our Code of Conduct. All our subcontractors has to be a member of Amfori BSCI, SEDEX, Oeko Tex STeP, SA8000 or similar.	Completed	Completed	100%		All principles/ General	6
	Number of suppliers that has undergone screening REACH-Directive	All suppliers has to document that they live up to REACH-Directive - via Oeko Tex Standard 100.	Completed	Completed	100%		All principles/ General	7.13
Product and customers	Development of environmental friendly products		Nature Jeans Collection made of polyester and Better Cotton. Nova Premium Collection made with TENCEL	Sporty Mix Collection made of polyester and Better Cotton.		 	9	9,10, 11,12
	Product and customers Development of environmental friendly products Certifications: Oeko-Tex Standard 100, bluesign, Oeko Tex STeP, ISO 15797	Our finished products are certified with Oeko Tex 100 - product Class II.	99% Oeko-Tex 100 74% blue sign/Oeko Tex STeP	100% Oeko-Tex 100 86% blue sign/Oeko Tex/STeP	100% 90%	 	9/PR3	7
Process	Electricity consumption		258.562 kWh	225.762 kWh	Reduce by 10%		7/EN3	8.13
	Total water consumption		642 m3	606 m3	Reduce by 3%		7	
	Gas		36.706 m3	34.446 m3	Reduce by 5%		7	
	Recycling		59 tons	40 tons	Reduce by 3%		7/EN2	
People and society	Diversity of workforce		Blue collar: 128 White collar: 43	Blue collar: 137 White collar: 42		 	1, 2, 6/LA1	5.15
	Employee training	Access to training or individual courses in LV and DK.	LV - 1 employees DK - 20 employees	LV - 1 employees DK - 3 employees			1,2/LA10	5.15
	Employee development		LV - 85 employees DK - 25 employees	LV - 80 employees DK - 25 employees			1,2/LA10	5.15
	Access to labour unions	All employees	100%	100%	100%		1, 2, 3/LA4	5.15
	Collective bargaining		100%	100%	100%		1, 2, 3/LA4	5.15
	Wage level		100%	100%	100%		1, 2, 3/LA4	5.15
	Staff compensation		Pensions, health insurance, compensation on sick leave, pregnancy etc.	Pensions, health insurance, compensation on sick leave, pregnancy etc.			1, 2/LA3	5.15
	Health and safety: 1. Rates of injury 2. Health programs 3. Sick leave 4. National laws		Pensions, health insurance, compensation on sick leave, pregnancy etc. 1. 1 incidents 2. Health insurance, canteen, massage, nurse, doctor 3. DK: 6,6%; Latvia: 7,16%; 4. 100%	Pensions, health insurance, compensation on sick leave, pregnancy etc. 1. 0 incidents 2. Health insurance, canteen, massage, nurse, doctor 3. DK: 3,1%; Latvia: 9,98%; 4. 100%	1. Zero Injuries 2. Improve health programs 3. Reduction of sick leave 4. Observe and respect national labour marked laws.		1,2/LA7	5.15
	Number of employees on special terms	Contribute to an inclusive labour marked	5 employees on special terms in DK.	4 employees on special terms in DK.			1, 2, 6/LA13	5

Company name	Nybo Workwear A/S
Address	<p>Industrivej 24-26 8800 Viborg DK-8800 Viborg Phone +45 8727 3000</p> <p>E-mail: info@nybo.com</p>
CVR nr.:	36 74 51 18
Locations of operations	<p>Nybo Workwear A/S is headquartered in Viborg, Denmark. We have four production facilities in Latvia. The company is represented on all North European markets. Our customers consist of laundries and dealers of work wear. Nybo Workwear A/S offers a broad assortment of fashionable work wear for users within Health & Care, Gastronomy & Catering, and Light Industry.</p>
Number of employees 2020	181
Contact person	<p>Helle Nybo Holmberg +45 87273006 hnh@nybo.com</p>



PURVEYOR TO H. M. THE QUEEN OF DENMARK

NYBO

WORKWEAR SINCE 1962