

FILIPPA

K

SUSTAINABILITY REPORT 2021

THIS SUSTAINABILITY REPORT COVERS THE YEAR 2021 AND THE LEGAL UNIT FILIPPA K
GROUP AB. THE BOARD OF FILIPPA K GROUP AB IS RESPONSIBLE FOR THIS REPORT.
THE SUSTAINABILITY REPORT IS PREPARED IN ACCORDANCE WITH THE REQUIREMENTS OF
THE SWEDISH ANNUAL ACT, CHAPTER SIX.

GLOBAL REPORTING INITIATIVE STRUCTURE

The 2021 Filippa K Sustainability Report is presented in a new format this year, based on the Global Reporting Initiative framework (GRI). GRI is an independent international organisation that provides a common language with which to communicate impacts. By aligning with a standardised global framework such as GRI, we are assessing our impacts in the same way as thousands of other companies in all industries who use the same structure. This enables us to use a common global language, which is key for corporate transparency and impact reporting.

BEZERO CARBON IMPACT MEASUREMENT

In 2021 Filippa K collaborated with BeZero Carbon to carry out a carbon footprint of our operations and complete life cycle assessments of our five largest volume materials: cotton, lyocell, polyamide, wool and leather. This covered the financial year of September 2020 to August 2021. The footprint measurement and initial material assessments have enabled Filippa K to investigate emissions within our operations and supply chain further, and provide a baseline for setting carbon reduction targets and taking actions to achieve them.

For the overall carbon footprint, BeZero used the Greenhouse Gas Protocol framework and calculated all sources of emissions according to their radical accountability principle:

- Scope 1: direct emissions from owned or controlled sources (e.g., gas heating)
- Scope 2: indirect emissions from the generation of purchased energy (e.g., electricity)
- Scope 3: other indirect emissions across the value chain of the reporting company, including upstream & downstream emissions (e.g., flights, commutes, materials, production, logistics, water, waste)

For the life cycle assessments of our biggest materials, BeZero used the ISO 14044 standard to calculate emissions from material life cycles. The calculation used data from suppliers where available, emission factors from databases and research, and assumptions from Filippa K.

GRI 102: GENERAL DISCLOSURES

ORGANISATIONAL PROFILE

102-1	Name of the organisation	Filippa K
102-3	Location of headquarters	Stockholm, Sweden
102-4	Location of operations	Filippa K operates in Sweden, Norway, Germany, the Netherlands, Denmark, Belgium, Finland, and the United Kingdom. Filippa K's suppliers are located in: China, Hong Kong, Italy, Lithuania, Portugal, Romania, Spain, Turkey, Vietnam, South Korea, and Japan.
102-8	Information on employees and other workers	<p>The demographic breakdown of Filippa K employees is as follows:</p> <p>We have employees located in Sweden, Norway, Denmark, Finland, Belgium, the Netherlands, and Germany.</p> <p>228 employees in total</p> <ul style="list-style-type: none"> • 20% are men • 80% are women • 20% have an international background (other than Swedish) <p>Overall age distribution (2021):</p> <ul style="list-style-type: none"> • < 29: 50% • 30-39: 36% • 40-49: 9% • 50-59: 3% • > 60: 2% <p>Leadership age distribution (2021):</p> <ul style="list-style-type: none"> • < 29: 7% • 30-39: 47% • 40-49: 23% • 50-59: 23% • > 60: 0% <p>The following departments work with Sustainability: Business units, Sourcing & Production, Merchandising, Buying & Planning, Retail & E-commerce, Wholesale, Marketing, Finance, IT, Logistics, and HR.</p>

102-9	Supply chain	<p>The following chart shows the full life cycle of Filippa K garments, including our supply chain.</p> <p>MATERIAL ACQUISITION & PRE-PROCESSING</p> <p>RAW MATERIAL Farming, Material extraction</p> <p>↓</p> <p>PRODUCTION</p> <p>YARN / FIBRE Sourcing, cleaning, blending, carding, spinning, dyeing</p> <p>→</p> <p>FABRIC Warping, weaving, dyeing, finishing, brushing</p> <p>↓</p> <p>FINAL PRODUCT Cutting, sewing, finishing</p> <p>PACKAGING MATERIALS Plastic, cardboard, canvas, paper</p> <p>DISTRIBUTION & STORAGE</p> <p>WAREHOUSE * ↑ ↓ HEADQUARTERS *</p> <p>→</p> <p>ECOMMERCE * SHOPS * WHOLESALE</p> <p>USE</p> <p>CUSTOMER USE</p> <p>END OF LIFE</p> <p>→</p> <p>DONATION RENTAL INCINERATION RESALE (Filippa K Preowned)</p> <p style="text-align: right;">* Filippa K's operations - - - > Not included in the footprint</p>
102-10	Significant changes to the organisation and its supply chain	<p>2021 saw significant changes to the Filippa K organisation and its supply chain. The new CEO, Rikard Frost, joined the company in spring of 2021, and the lead Sustainability role in the organisation was changed from manager to director level and placed on the company's executive team. The Sustainability department increased in size with two new roles created: Circularity Specialist and Sustainability Coordinator (joining the Compliance Specialist). In regard to our supply chain, our suppliers were affected by increased raw material prices, supply chain and shipping disruptions, and increased energy prices. The market has been especially volatile as the pandemic continued during 2021 – not only did material prices increase, but lead times increased and it became more challenging to secure lower impact raw materials, as well as raw materials in general.</p>

102-12	External initiatives	<p>In 2021 Filippa K collaborated with emerging designer Stina Randestad on a project that expressed creativity within the framework of circularity and reuse. Taken from the Filippa K atelier archives, Stina transformed second hand pieces and leftover materials into six unique custom-made garments. The launch revealed the potential of upcycled design to reduce the environmental impact of new production. It was accompanied by an exhibition highlighting Filippa K's circularity and recycling efforts, and a hands-on upcycling workshop with FK employees.</p> <p>Filippa K also launched its first online resale marketplace in Sweden, Filippa K Preowned. The peer-to-peer platform allows customers to shop second hand Filippa K items or list their own for resale. Sellers can receive cash back or a credit towards their next purchase with Filippa K. The site also features FK Verified items – preowned Filippa K pieces given back through the Collect program or as returns/claims. Filippa K Preowned helps extend the life of garments that already exist while offering customers a simple way to engage with circular fashion and lower their environmental impact.</p> <p>In addition to these initiatives, Filippa K also achieved the following:</p> <ul style="list-style-type: none"> • Completion of its first Higg BRM assessment • Recipient of a RE:Source grant (RE:Source is a strategic innovation program run by the Swedish Energy Agency, Vinnova and Formas) to fund our project to develop a tech platform to support repair and reuse • Became a steering group member of the Swedish Wool Initiative (run by AxFoundation) • Became a project member of the following Vinnova-funded projects run by the Research Institutes of Sweden: My Favorite Wardrobe (together with Asket and Houdini) to measure and increase wearability of garments, and Chemical Recycling of Wool/Synthetic Blends (together with Woolpower) • Approval for product certification by Control Union for GOTS & OCS (organic cotton), GRS & RCS (recycled materials), RWS (responsible wool), RMS (responsible mohair), and RDS (responsible down). Certifying our products allows us to ensure that each process of the production is controlled according to the necessary standards
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102-13	Membership of associations	<p>Filippa K is a member of the following associations:</p> <ul style="list-style-type: none"> • Fair Wear Foundation (supporting social compliance with suppliers) • SWEREA (the Swedish research group) • SSEI (the Swedish shoe environmental initiative) • Leather Working Group (supporting chemical and social controls within leather production) • Textile Exchange (supporting accelerated use of preferred fibres)
STRATEGY		
102-14	Statement from senior decision-maker	<p>2021 marked the beginning of a new era at Filippa K with Rikard Frost joining as CEO in the first quarter. The organisation reprioritised its sustainability efforts to place greater focus on circularity, traceability, and impact reduction. The first baseline carbon impact measurement was completed for the company's own operations. We also completed life cycle assessments for our biggest materials in order to start measuring our production impacts (scope 3). Measuring our overall carbon impacts alongside our most-used materials enables us to better understand the ways we can reduce our footprint and start taking actions. The 2030 goals were also updated this year to reflect the company's strategy. We try to balance sustainability, brand and commercial considerations in all of our decisions.</p>
102-15	Key impacts, risks, and opportunities	<p>There are both environmental and social risks within Filippa K's value chain, mainly found upstream and beyond our direct control.</p> <p>For understanding the risk associated with our company's environmental impacts, we have calculated our baseline carbon footprint, but we must have more accurate and actual data (for our own operations and especially from our supply chain) in order to reduce our operational and production impacts. We are starting to collect more actual data from our own operations and also engaging with our suppliers to require accurate emissions calculations from them.</p> <p>However, our environmental impacts go beyond carbon emissions. Our production has impacts on water scarcity, water toxicity, biodiversity, as well as the use of hazardous chemicals and the release of microplastics into rivers and oceans. The opportunity to decrease those negative impacts is by choosing lower impact materials and production processes, pushing for innovation within our supply chain, as well as collaborating with experts and other brands to find new solutions.</p>

We also aim to produce long-lasting, high quality products that can stay in use for as long as possible and have extended lives through resale and rental. Mistra Future Fashion reports that by keeping garments in use twice as long, the impacts of their production are reduced by nearly 50%. We have a program in place to take back old Filippa K garments at all of our retail stores, we resell preloved Filippa K garments in five of our flagship stores, and we have launched Filippa K Preowned in Sweden.

For the social risks within our own business and our value chain, we have internal policies and guidelines in place with respect to human rights. For example, all supply chain partners must sign our Code of Conduct that is developed to protect human rights and to ensure good working conditions.

The biggest social risks in our value chain are that workers do not have fair working conditions in factories we buy from (e.g., working hours that are too long, not getting paid a living wage, or not having the right to free association), as well as corruption. We strive to be a fair and reliable business partner in a long-term and rewarding relationship, based on mutual trust. Our trading agents, suppliers and other business partners play an important part in realising this aspiration. All partners of Filippa K are expected to operate in compliance with our Code of Conduct. This means that supplier companies, trading agents and other partners must ensure that our Code of Conduct is respected and fulfilled by any subcontractors involved in the production processes carried out on behalf of Filippa K.

We also have sustainability risks that affect Filippa K's employees. We believe in a good work-life balance which is why we strive to be a responsible and trustworthy employer, who offers its employees possibilities for a balanced lifestyle. We believe that work should be carried out during regular working hours and that overtime should be applied in exceptional cases and be regulated with corresponding compensation. This reduces risks of health-related problems for employees, for example, due to stress. Filippa K works proactively to minimise risks of health-related problems, both physical and psychological. Safety rounds are conducted yearly both in stores and offices to identify and act on any work environment related risks. When needed, we cooperate with health care centers in each market to enable an early action/rehabilitation plan in order to help the employee come back to work as soon as possible.

In addition to working proactively to secure the well-being as well as a good environment for our personnel, Filippa K has also implemented additional policies to minimise risks affecting personnel. We have implemented the following:

1. Ethical rules for personnel – this is part of the employment contract and we made plans to add a review of the ethical rules to the onboarding process starting in 2022
2. Gender policy
3. Discrimination policy

		<p>The biggest risks for corruption are found in the relationships with suppliers, both between suppliers and Filippa K as well as between supplier and sub-suppliers. Employees involved in procurement of goods are exposed and must be able to recognise and resist when such opportunities present themselves. Corruption often results in inefficiencies and creates obstacles by creating a lack of objectivity. Objectivity can be affected when it comes to where to place orders, what pricing to accept, and what quality to approve. It also compromises our brand values, especially regarding transparency and honesty, as well as the consumer's trust of Filippa K.</p> <p>We made plans to implement a whistleblowing policy starting in February 2022 to further facilitate the safety for our personnel and minimise the risk for any sustainability failure.</p>
ETHICS AND INTEGRITY		
102-14	Statement from senior decision-maker	<p>Our mission as an organisation is to drive a movement of mindful consumption. To us, this means the responsible creation of timeless, high-quality, practical fashion that promotes a lifestyle of buying and using fewer pieces for longer and giving them a second life after ownership. In a world of fast fashion, our goal is to create a shift in industry perspective from fast to slow, and in consumer mindset from temporary to permanent. This can inspire purchasing behaviour to move from frequent impulse-driven buys of superficial trends to purposeful, responsibly informed investments of both need- and desire-driven pieces to love for many years.</p>
GOVERNANCE		
102-18	Governance structure	<p>The Filippa K Sustainability Director is represented on the company's leadership team, reports to the CFO/COO, and works directly with all departments: Business Units, Logistics, IT, Sourcing & Production, Design, Merchandising, HR, Marketing, Wholesale, Finance, and Retail & E-commerce. Each department has a sustainability KPI and/or sustainability goal that is tracked periodically and consulted on by the Sustainability Director and team.</p>
REPORTING PRACTICE		
102-50	Reporting period	<p>The reporting period is January 2021 to December 2021. Analysis regarding material quantities, energy consumption and scope emissions were calculated for the period September 2020 to August 2021.</p>
102-52	Reporting cycle	<p>The reporting cycle is annual.</p>

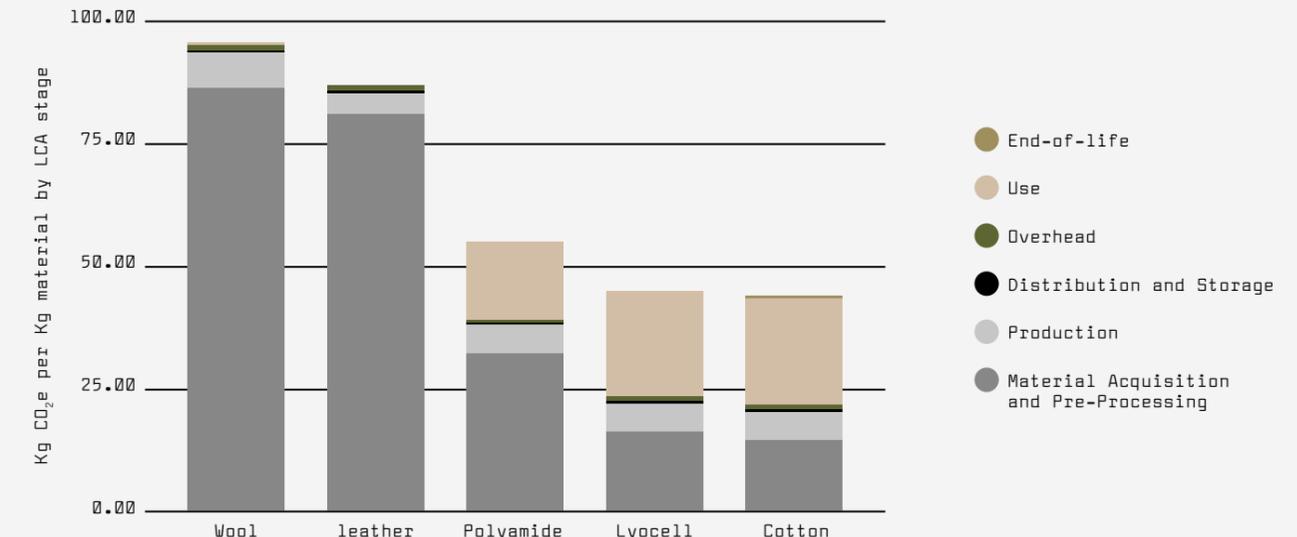
GRI 205: ANTI-CORRUPTION

205-1	Operations assessed for risks related to corruption	<p>Suppliers All our suppliers must comply to our Code of Conduct which states that partners should not—directly or indirectly—offer, promise, give, or demand a bribe or other undue advantage to obtain or retain business or other improper advantage. Nor should enterprises be solicited or expected to render a bribe or other undue advantage (OECD Guidelines 6).</p>
205-2	Communication and training about anti-corruption policies and procedures	<p>There have not been any complaints or reported cases of corruption or suspected corruption during 2021.</p> <p>Employees All employees are expected to decline any gifts from suppliers, partners, customers etc. that might be perceived as bribery. By principle, we accord to each country's laws and regulations for tax-free gifts. There were no reported or discovered issues with corruption during 2021.</p>

ENVIRONMENT
Refer to introductory section for full information on the methodology used for our Greenhouse Gas emissions and life cycle analysis assessments.

GRI 301: MATERIALS

301-1	Materials used by weight or volume	<p>Listed below are the main materials and amounts used in our production for the period of September 2020 to August 2021.</p> <table border="1" data-bbox="1708 1172 2721 1570"> <thead> <tr> <th>Material</th> <th>Sum of Weight (KG)</th> </tr> </thead> <tbody> <tr> <td>Cotton (Organic)</td> <td>35887.0</td> </tr> <tr> <td>Wool</td> <td>22188.5</td> </tr> <tr> <td>Cotton</td> <td>18812.0</td> </tr> <tr> <td>Lyocell</td> <td>12990.4</td> </tr> <tr> <td>Polyamide</td> <td>11875.7</td> </tr> <tr> <td>Polyester</td> <td>10597.9</td> </tr> <tr> <td>Leather</td> <td>9599.9</td> </tr> </tbody> </table> <p>Because the biggest impacts of our production come from material acquisition and processing, we aim to phase out higher impact fibres. The first step is to understand the current impacts associated with our biggest materials, so we track how the actions we take can reduce these impacts. Below is an analysis of the carbon footprint of our main materials, based on LCAs done by BeZero:</p>	Material	Sum of Weight (KG)	Cotton (Organic)	35887.0	Wool	22188.5	Cotton	18812.0	Lyocell	12990.4	Polyamide	11875.7	Polyester	10597.9	Leather	9599.9
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		 <p>Our aim is to expand these LCAs to include water consumption, water pollution, land use, and waste to give us the full picture of environmental impacts for these materials.</p>
301-2	Recycled input materials used	During the period September 2020 – August 2021 we used 3,7 tons of recycled materials and 341,3 tons of virgin materials. We have set goals to increase the amount of recycled materials in our production annually.
301-3	Reclaimed products	During 2021 we collected 535 garments as part of our Collect initiative to take back used Filippa K garments from consumers. This initiative has been running since 2015.
GRI 302: ENERGY		
302-1	Energy consumption within the organisation	The electricity consumption for Filippa K's owned facilities was 508 872 kwh/year for the period September 2020 - August 2021.
302-4	Reduction of energy consumption	<p>Electricity consumption has a significant environmental impact in our scope 1, 2, and 3 emissions. It accounts for nearly 35% of our overhead emissions*, which is 2% of our overall emissions. The majority of our energy consumption comes from scope 3, but we have not been able to accurately measure this as most of our scope 3 impacts occur in our value chain.</p> <p>Our goal is to further analyse our energy consumption in scope 3 by working directly with our suppliers, and to develop solutions to reduce it. Overall, our aim is to reduce our emissions from electricity according to our goal of reducing 50% of all our GHG emissions by 2030.</p> <p>*Overhead emissions include everything that is not directly related to the product lifecycle; this can include emissions from scope 1 and 2, or scope 3. Thus, emissions from our offices, commuting and business travel are considered in overhead emissions.</p>

GRI 303: WATER AND EFFLUENTS

303-1	Interactions with water as a shared resource	<p>We have impacts on water consumption and water pollution, mostly in scope 3 upstream in our value chain (e.g., fibre and fabric production), as well as downstream during a garment's use stage and end of life.</p> <p>Based on the LCA study by Mistra Future Fashion (2015)¹, the main impacts to freshwater consumption of different Swedish garments mostly occur in the fibre production. Impacts to water pollution (e.g., freshwater eutrophication, acidification, ecotoxicity) occur mostly in the fabric production stage, followed by fibre production, use, and end of life stages.</p> <p>In 2021 we conducted a first assessment to evaluate the environmental impacts of our suppliers (tier 1 and 2). 54 of our direct suppliers were assessed. Of this number, 44% have a target for reducing water consumption, and 20% have a target for reducing water pollution. Approximately 51% of those suppliers are in medium to high water risk regions according to the Aqueduct Water Risk Atlas. Our aim is to continue working with all our suppliers to analyse their water footprint and develop solutions in the short, medium, and long term to reduce water-related impacts.</p> <p>¹ Mistra Future Fashion, 2015. <i>Environmental assessment of Swedish fashion consumption. Five garments – sustainable futures</i>. Available at: http://mistrafuturefashion.com/wp-content/uploads/2015/06/Environmental-assessment-of-Swedish-fashion-consumption-LCA.pdf (Accessed 9 March 2022).</p>
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GRI 305: EMISSIONS

305-1	Direct (Scope 1) GHG emissions	As part of our climate goals, by 2030 we will have reduced overall emissions by 50% with the aim of achieving carbon neutrality by 2050.
305-2	Energy indirect (Scope 2) GHG emissions Other indirect (Scope 3) GHG emissions	The total overhead emissions* is 166 tCO2 eq for the period September 2020 - August 2021. Figure 1 illustrates the breakdown of overhead emissions.

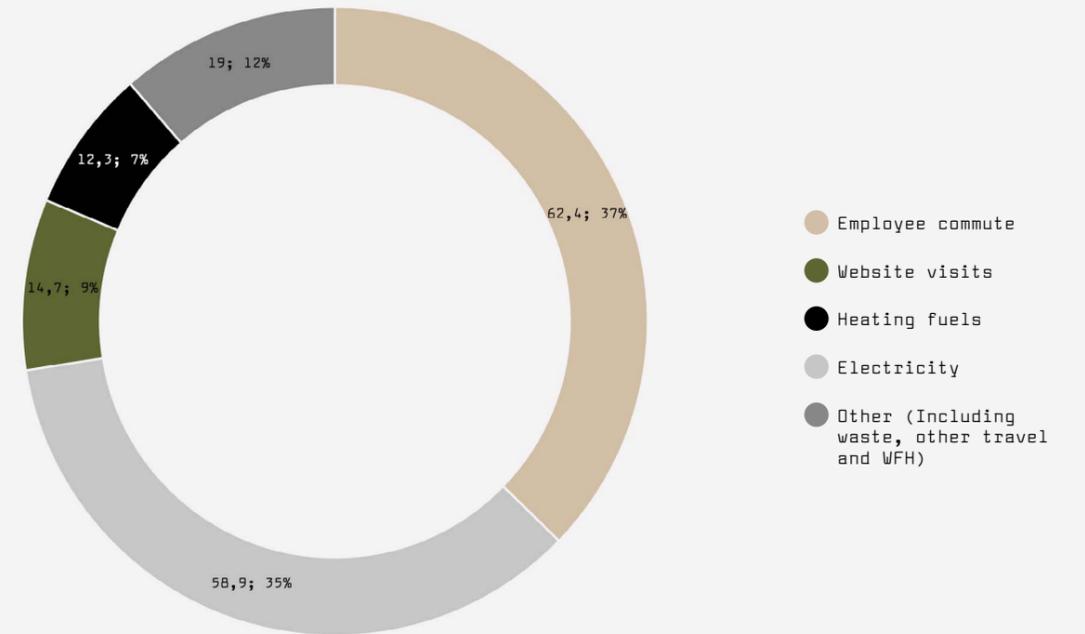


Figure 1 Overhead emissions
 Our total footprint (all scopes) is 7843,8 tCO₂ eq for the base year of 2020 (which considers the period September 2020 - August 2021) according to the study by BeZero. Figure 2 illustrates the breakdown of the total footprint.

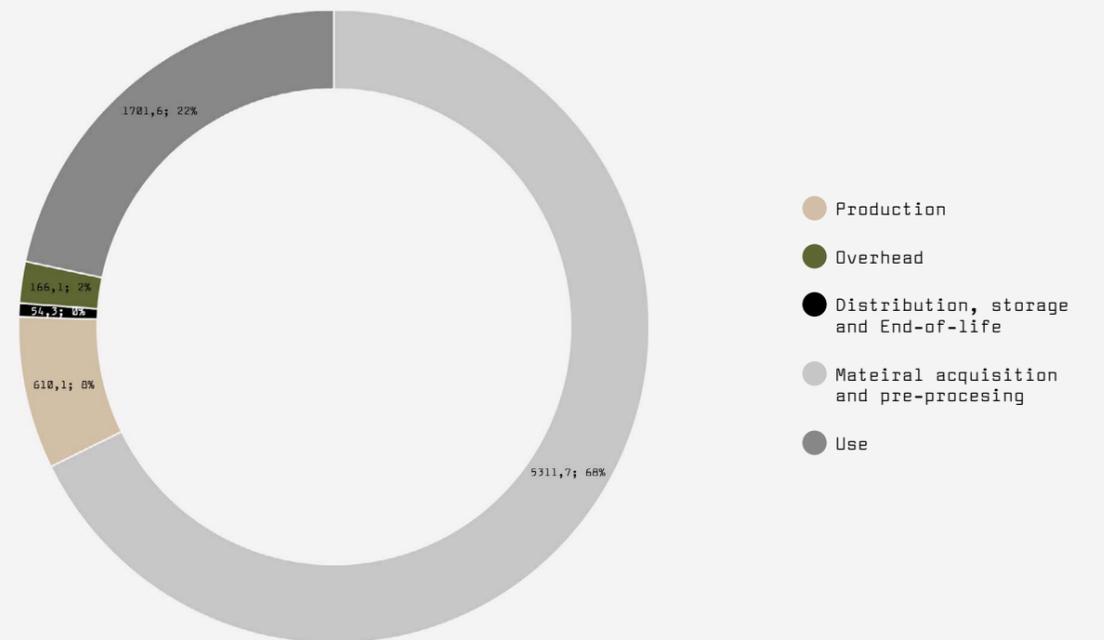


Figure 2 Total carbon footprint of Filippa K
 Total carbon footprint: 7843.8 tCO₂e

305-4	GHG emissions intensity	Our emissions intensity is 256,3 tco2 eq per million units produced for the period September 2020 - August 2021.												
305-5	Reduction of GHG emissions	<p>Our total emissions are 7843,8 tCO2 eq for September 2020 - August 2021.</p> <p>Our climate goal is to reach a 50% absolute reduction in all scopes by 2030, necessitating a 5% absolute reduction per year.</p> <p>Table 1 summarises our reduction targets for all scopes in the years 2025 and 2030.</p> <table border="1" data-bbox="1471 516 2974 665"> <thead> <tr> <th></th> <th>Base year (2020)</th> <th>Target 2025</th> <th>Target 2030</th> </tr> </thead> <tbody> <tr> <td>Overhead</td> <td>166,1</td> <td>124,6</td> <td>83,1</td> </tr> <tr> <td>Total footprint</td> <td>7843,8</td> <td>5882,9</td> <td>3921,9</td> </tr> </tbody> </table> <p><i>Table 1 Summary of emissions reductions in the years 2025 and 2030</i></p>		Base year (2020)	Target 2025	Target 2030	Overhead	166,1	124,6	83,1	Total footprint	7843,8	5882,9	3921,9
	Base year (2020)	Target 2025	Target 2030											
Overhead	166,1	124,6	83,1											
Total footprint	7843,8	5882,9	3921,9											

GRI 306: WASTE

306-1	Waste generation and significant waste-related impacts	Our total waste for the period September 2020 - August 2021 is 81,75 metric tons from all Filippa K stores. We aim to be able to track and reduce waste within scope 3 as well in the future.
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GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1	Suppliers that were screened using environmental criteria	<p>All our suppliers must comply with our code of conduct. Points 12, 13, and 14 are related to environmental compliance, which state:</p> <p>12. COMPLIANCE TO FILIPPA K'S CHEMICAL RESTRICTION LIST Partners are obligated to follow Filippa K Chemical Restriction List (RSL) and continuously phase out chemicals that are added to this list. Chemical containers must be properly labelled and safely stored. A material safety data sheet (MSDS) must be available (in the local language) and the instructions in the MSDS must be followed (ILO Convention 170).</p> <p>13. MANAGING ENVIRONMENTAL ISSUES A management system that addresses environmental issues and drives the business to understand and improve the environmental performance must be established and maintained.</p>
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		<p>This means that suppliers and subcontractors must collect and evaluate information regarding the environmental impacts, and establish measurable objectives and targets for improving their environmental performance (OECD Guidelines 5.1). The management system shall focus on preventing pollution, minimizing waste and emissions, and optimizing water, energy and raw material consumption.</p> <p>14. NO SEVERE ENVIRONMENTAL POLLUTION There shall be no emissions to air, water or ground that can have a direct severe impact on the surrounding environment, society or the public health. All partners must treat and manage their emissions in consistency with legal requirements.</p>
308-2	Negative environmental impacts in the supply chain and actions taken	<p>In 2021 we conducted a first assessment to evaluate the environmental impacts of our suppliers (tier 1 and 2). 54 of our direct suppliers were assessed. Of this number, 43% have a target for reducing carbon emissions, 44% have a target for reducing water consumption, and 20% have a target for reducing water pollution. We will continue working with our suppliers to further analyse their impacts and develop solutions to reduce impacts.</p>
<p>SOCIAL: 2030 goals: by 2030 we will ensure there is no exploitative labour or corruption in our supply chain, and that all people are paid a fair and equitable wage and have a safe work environment.</p>		
<p>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</p>		
403-1	Occupational health and safety management system	<p>SUPPLIERS Our code of conduct has two sections relevant to occupational health and safety management systems:</p> <p>10. NO SAFETY HAZARDS A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Appropriate attention shall be paid to occupational hazards specific to this branch of the industry and assure that a safe and hygienic work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimise health risks as much as possible (following ILO convention 155). Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer is strictly prohibited.</p>

14. NO SEVERE ENVIRONMENTAL POLLUTION

There shall be no emissions to air, water or ground that can have a direct severe impact on the surrounding environment, society or the public health. All partners must treat and manage their emissions in consistency with legal requirements.

As members of Fair Wear Foundation, we monitor the development of suppliers in a variety of countries and conduct a risk assessment to determine where our social auditing should be focused. We have set the target to monitor at least 90% of our suppliers each year through social compliance management conducted directly by Filippa K. It involves visits by our employees, ensuring that they comply with our Code of Conduct, and documentation of social compliance activities such as external audits, worker sheet information, and ensuring that the suppliers meet the requirements of any 2-year corrective action plans received after audits. Fair Wear Foundation evaluates whether Filippa K has reached this target, and we publish the results annually.

We visit our suppliers as often as possible to maintain a close and trusting relationship, and they are routinely audited. In 2021, five audits were planned in which three of them were verification audits. Fair Wear Foundation conducted four of the audits:

- Romania (2)
- Vietnam (1)
- China (1)

Additionally, one verification audit has been postponed to March 2022.

Please refer to our Fair Wear Foundation Social Report, published on our website, for further details.

Employees

We have employee policies in place as part of our occupational health and safety management system. The numbers regarding absence due to illness 2021 is followed up and analysed with our managers and rehabilitation is in progress.

- Belgium: 0,80%
- Denmark: 1,83%
- Finland: 5,28%
- Holland: 7,21%
- Norway: 6,09%
- Germany: 4,96%
- Sweden: 0,05%

403-2	Hazard identification, risk assessment, and incident investigation	We conduct annual safety rounds to identify risks. All incidents are reported to HR.
403-5	Worker training on occupational health and safety	<p>Suppliers Our code of conduct has a section relevant to worker training on occupational health and safety management:</p> <p>EDUCATE EMPLOYEES Partners shall provide adequate education and training to employees in environmental health and safety matters, including the handling of hazardous materials and the prevention of environmental accidents, as well as more general environmental management areas, such as environmental impact assessment procedures, public relations, and environmental technologies. (OECD Guidelines 5.7)</p> <p>Please refer to our Fair Wear Foundation Social Report, published on our website, for further details.</p> <p>Employees We have routines in place to train employees on occupational health and safety management. Training is carried out when onboarding new employees. All information regarding health and safety is available at our internal intranet.</p>
403-8	Workers covered by an occupational health and safety management system	100% of workers are covered by an occupational health and safety management system.
GRI 404: TRAINING AND EDUCATION		
404-2	Programs for upgrading employee skills and transition assistance programs	Through the Performance Development Review process we can identify needs and possibilities for employees to develop competences needed in their role. A Performance Development Review (PDR) is prepared to enable regular conversation between manager and employee focused on performance and personal development.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of Filippa K employees receive regular performance and career development reviews.
GRI 406: NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	<p>Suppliers Our code of conduct has a section relevant to discrimination:</p>

		<p>THERE IS NO DISCRIMINATION IN EMPLOYMENT Recruitment, wage policy, admittance to training program, employee promotion policy, policies of employment termination, and any other aspects of the employment relationship shall be based on the principle of equality of opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or other distinguishing characteristic shall be provided (ILO conventions 100 and 111).</p> <p>There were no incidents reported in 2021.</p> <p>Please refer to our Fair Wear Foundation Social Report, published on our website, for further details.</p> <p>Employees We also have a non-discrimination policy for employees: Filippa K does not tolerate any direct or indirect disadvantages towards anyone due to the grounds of discrimination stated in law. Any incidents of discrimination shall be reported to HR.</p>
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GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

407-1	<p>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p>	<p>Suppliers Our code of conduct has a section relevant to collective bargaining:</p> <p>FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED The right of all workers to form and join trade unions and to bargain collectively should be recognised (ILO Convention 87 and 98). Worker's representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions (ILO Convention 135 and Recommendation 143). The representatives must be chosen by the employees and cannot be in a managerial position.</p> <p>Our policy is that employers shall adopt a positive approach towards the activities of trade unions and an open attitude towards their organisational activities. Workers shall own the decision of whether or not to join the union.</p> <p>Please refer to our Fair Wear Foundation Social Report, published on our website, for further details.</p>
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		<p>Employees In Sweden and Norway we have a collective bargaining agreement (CBA). For Finland, Denmark, Germany, Belgium, and Netherlands, our practices are based on the terms of the CBA.</p>
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GRI 408: CHILD LABOUR

408-1	Operations and suppliers at significant risk for incidents of child labour	<p>Suppliers Our code of conduct has a section relevant to child labour:</p> <p>NO EXPLOITATION OF CHILD LABOUR There shall be no use of child labour. The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years. (ILO Convention 138) "There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour. [...] Children [in the age of 15-18] shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals." (ILO Convention 182)</p> <p>Please refer to our Fair Wear Foundation Social Report, published on our website, for further details.</p> <p>Employees Filippa K does not hire anyone younger than 18 years old.</p>
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GRI 409: FORCED OR COMPULSORY LABOUR

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	<p>Suppliers Our code of conduct has a section relevant to compulsory labour:</p> <p>2. EMPLOYMENT IS FREELY CHOSEN There shall be no use of forced, including bonded or prison, labour (ILO Conventions 29 and 105). Nor shall workers be required to lodge "deposits" or their identity papers with their employer.</p> <p>42,3% of our vendors are located in risk countries (i.e. Romania, Turkey, China, and Vietnam). China represents 18% of allocated quantities and this is the major risk of forced labour.</p> <p>Please refer to our Fair Wear Foundation Social Report, published on our website, for further details.</p>
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		<p>Employees Filippa K has direct operations in countries where there is a low risk of forced or compulsory labour.</p>
GRI 418: CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>There were no incidents reported regarding GDPR in 2021.</p> <p>Our privacy policy can be consulted at: https://www.filippa-k.com/en/privacy-policy</p>