

**SUSTAINABILITY
REPORT
2012**

Filippa K



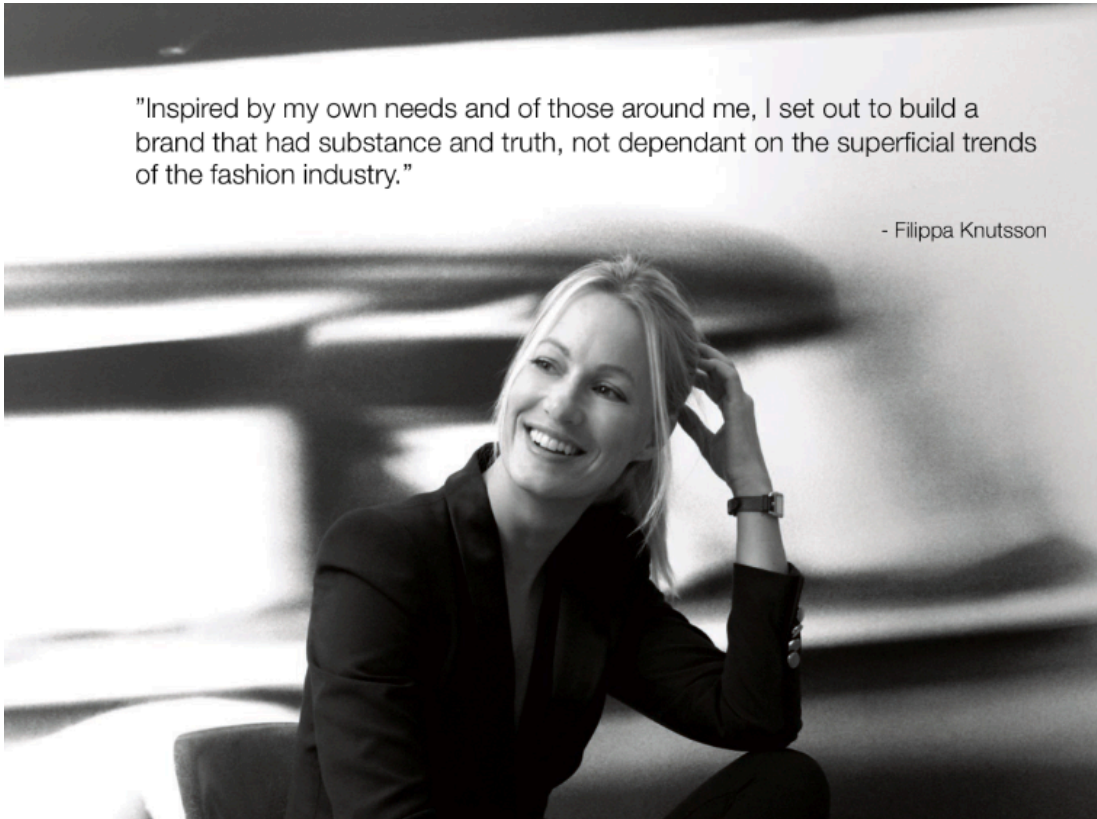
WE INTERPRET FASHION
INTO WEARABLE, AESTHETICALLY
BALANCED PIECES, THAT STAND
THE TEST OF TIME.

TABLE OF CONTENT

- p. 1 Acting CEO's comments// CR Managers comments
- p. 3 Our Responsibility
- p. 5 Overall Sustainability targets
- p. 7 Environment
- p. 11 Customers
- p. 12 Partners
- p. 14 Employees
- p. 16 Society

"Inspired by my own needs and of those around me, I set out to build a brand that had substance and truth, not dependant on the superficial trends of the fashion industry."

- Filippa Knutsson



ACTING CEO'S COMMENTS

Our earth is 4.5 billion years old and 3.5 billion years ago, there was life on earth. Compared to the total lifespan of the earth we are living on, every human as well as all other beings exists for an extremely short time. During this short time, we interact and affect each other, and our surroundings, in different ways. In this perspective, it is easy to recognize the responsibility we share; to be aware and to take care of our earth and each other.

Filippa K started out in 1993 with the mission to offer style solutions for the modern woman and man. Our philosophy is to work with style, simplicity and quality. With this philosophy as a base, it is rooted in the genes of Filippa K to be creative, passionate and honest, as well as responsible and respectful in all we do.

We know that designing, manufacturing and selling fashion garments is based on processes, which requires resources in different, not always positive, ways. However, in pursuing our business we have a sincere and humble intent to work in order to secure and improve our effect on the environment and on people. We also work to secure our finances for sustainable growth. In doing so, our ambition is to become the champion's of long lasting fashion.

/Magdalena Rodell Andersson



A handwritten signature in black ink, which appears to be 'Magdalena Rodell Andersson'. The signature is fluid and cursive, with a long horizontal stroke at the end.

CR MANAGERS COMMENTS

Filippa K is a company based on strong values and culture where our product is the core of everything we do. We are a company with a passion for design, a fashion company with substance and truth, not dependent on the superficial trends of the fashion industry, as Filippa Knutsson herself is expressing.

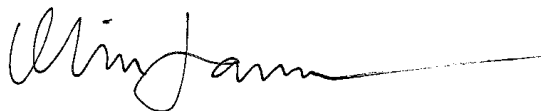
It is of great importance for us to feel proud of the products we create and we invest a lot of time and effort in the product development. The interplay between design, production department and the suppliers is a key factor to achieve the best result.

There are many challenges when being part of the textile industry, an industry that has a long and complex life cycle that leaves a large footprint on its surroundings. We try to reduce our negative impact through the materials we choose, how our products are produced and by whom.

But perhaps the most important aspect is to not produce more than needed, to not contribute to over-consumption and to offer long-lasting products. For our part, being long-lasting means high purchasing precision, development of long-lived products and the ability to offer products a second life.

We want our customers to trust us and to feel satisfied with their purchase so that the product will be used for a long time, so that it becomes a wardrobe favourite that will be used season after season.

/Elin Larsson



OUR RESPONSIBILITY

FILIPPA K'S VIEWS ON CORPORATE RESPONSIBILITY

Filippa K's philosophy is based on the company's values of Style, Simplicity and Quality. These three values apply to all employees and characterize everything we do and form the foundation for our corporate responsibility.

Our three values serve as a guide each day in our efforts to meet our own requirements and those of society with regard to running a sustainable business. As a global company, our goal is to contribute to a long-term sustainable future for all our stakeholders, with minimal negative impact on our surroundings.



OUR IMPACT

Filippa K's model for corporate responsibility is based on four interrelated and equally important areas: environmental responsibility, social responsibility, financial responsibility and ethical responsibility.

Our environmental responsibility means that we constantly endeavour to reduce our environmental impact.

Our ambition is for our employees and partners to be able to grow together with us, and our business. By social responsibility we mean creating long-term relationships with our partners and basing these relationships on honesty and openness.

By pursuing activities with a long-term sustainable approach, with a focus on financial responsibility, we are securing financial growth and profitability.

Our ethical responsibility will always be a factor in everything we do and is reflected in the way we act in all situations. We aim to be a part of the solution and are therefore always trying to find new and innovative ways of introducing constant improvements.

FILIPPA K'S STAKEHOLDERS: A 360° PERSPECTIVE

Filippa K's stakeholders opinions, requests and perspectives drives Filippa K in its sustainability work and functions as a guide in the choices we do.

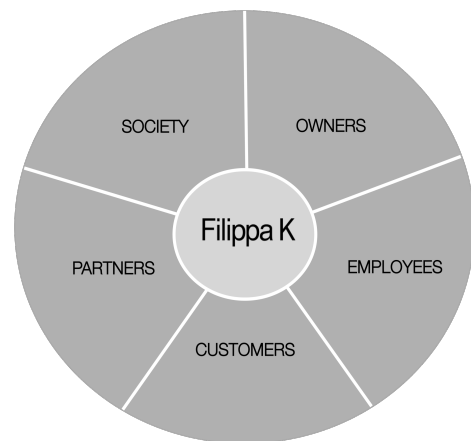
Owners: Filippa K will continue to create value for owners through responsible business actions.

Employees: Filippa K wants to be a responsible employer who encourages a balanced lifestyle and empowers its employees.

Customers: Filippa K will continue to offer customers sustainable and high quality clothes that stand the test of time.

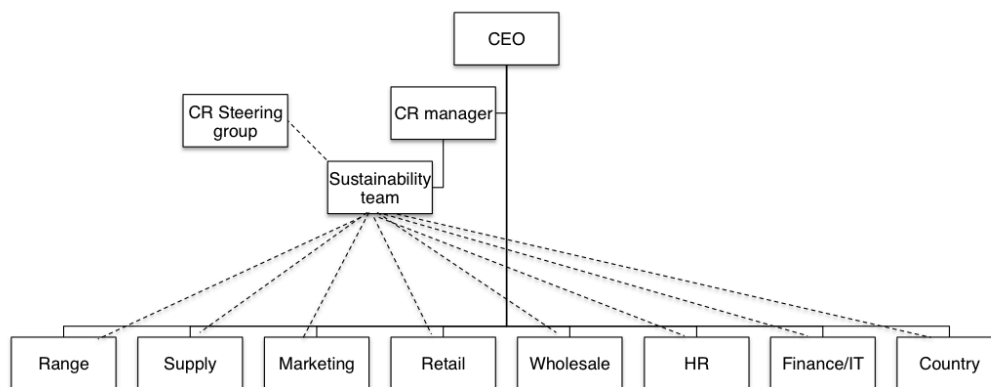
Partners: By demands, partnership and dialogue Filippa K is determined to raise the level of partners sustainability efforts.

Society: As a champion of slow-fashion, Filippa K actively contributes to society by influencing and being responsive to change.



PRESENTATION OF THE CR ORGANIZATION

CR ORGANISATION CHART



Filippa K wants to have Corporate Responsibility (CR) work integrated within the organisation. Therefore, all organisational functions are represented in the Sustainability Team, which is the main driver of the CR work in the company.

The CR Manager whom manages the Sustainability Team is primarily responsible and reports directly to Filippa K's CEO. The CR Manager is supported in strategic questions by the CR Steering Group that consists of representatives from Filippa K's upper management team.

OVERALL SUSTAINABILITY TARGETS: YEAR 2030

ENVIRONMENT:

Filippa K wants to minimize our environmental impact by continually improve products quality, by decreasing the products environmental impacts and prolong the product's life.

Offer 100% sustainable products

- 100% sustainable materials (class 1-2)
- 100% sustainable production (FK definition)

Not contribute to over consumption

- 100% purchase precision in number of pieces produced
- Offer each product at least six months of exposure in stores

Prolong the life cycle of our products

- Average life length of our products at least 4 years
- Offer all products a second life

PARTNERS:

Filippa K is determent to raise the level of partners' sustainability efforts by working in partnership with a focus on communication and long-term relationship.

Be in control of our supply chain

- 100% transparency in supply chains
- 100% compliance to Filippa K CoC

EMPLOYEES:

Filippa K wants to be a responsible employer who empowers its employees and encourages initiative taking as well as a balanced lifestyle. The overall target is to have employees that are proud of the company and the work we do.

- Employee Satisfaction Index (ESI) >80%
- Absenteeism <3%
- Proud employees (ESI) >85%

BUSINESS:

Filippa K wants to be grow with care together with our partners.

- Sustain profit level of more then 10% EBT
- Sustain growth in comparable units
- Employee approval of shared responsibility at (ESI) 80%
- 100% approval of us as a partner

ENVIRONMENT: EFFECTIVE TRANSPORTATION AND ENVIRONMENTALLY FRIENDLY MATERIALS

We want to minimize our environmental impact. To do so, deep knowledge is needed. We are now becoming more skilled and better at measuring our sustainability development. We have developed a fibre tool, which supports designers in the product development, making it easier to choose environmental friendly materials.

Further, during 2012 we developed a carbon dioxide calculation tool, which have helped us become more precise in the way we measure freight emissions. This tool, which accounts both CO2 emissions from transportation and choice of material highlights areas of improvements and helps us understand how we can become better and more efficient in our processes.

ENERGY USAGE

Filippa K's office and the owned stores (11) in Sweden are powered with green energy. During the last year the Filippa K office in Sweden was able to lower the energy usage with 3587 KWh. The reason for the lowered energy usage is foremost a higher awareness among employees. In total, the Co2 emission of energy usage for Filippa K Sweden is 57.3 ton Co2 (10.9 from the office and 46.4 from the 11 stores).

ENERGY STATISTICS	2012
Office KWh	109 443
Stores KWh	463 605

We are improving our measurements and aim at reporting on energy consumption for all Filippa K stores and offices in 2013's report.

TRANSPORTATION

Filippa K works to optimize the transportation of our products, to decrease the company's Co2 emissions. We are currently reviewing all transportations to explore possible improvement opportunities. The selection of energy efficient

transportation is a very important factor in our work to minimize our environmental impact. Although, when it comes to long distance transportations flights are faster than boat shipments. With this in mind, we try to schedule sufficient lead-time that enables boat shipments.

TRANSPORTATION STATISTICS	2012
Total Tonkm	3 725 411
Total Co2 emissions ton	548
Total kg Co2 per piece	0.5
• Flights Co2 emissions ton	242
• -Flights Co2 %	44
• -Shipments Co2 emissions ton	72
• -Shipments Co2 %	13
• -Road Co2 emissions	234
• -Road Co2 %	43

One other factor to streamline the transportations is the fill rate in boxes packed to deliver to stores. To increase the fill rate of boxes in transportation from the warehouse, we started working

with predetermined delivery dates when distributing to Filippa K owned stores. The opportunity to increase the fill rate in boxes during transportations from suppliers is also explored.

Collaborations with suppliers are vital in this work since the aim is to find a transportation structure that both decreases emissions and is functional for all parties.



MATERIALS WE USE IN OUR PRODUCTS

The choice of materials in our products is a crucial factor from both a quality and environmental perspective. We want to offer clothes and accessories which we can be proud of and believe that pride for the products is achieved when high quality and long lasting design are successfully combined with environmentally friendly materials.

SUSTAINABLE FIBRES

In order to encourage the use of more sustainable materials in our production and to set up measurable goals, we have developed Filippa K's Fibre Tool, which is used by our design team in our product development. This tool provides understanding for the environmental and social impact that comes with the choice of fabric and is used as a driver towards increased use of environmentally friendly materials.



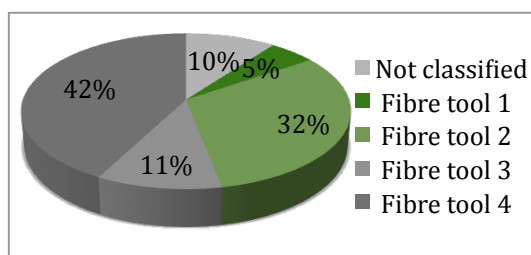
The tool divides fibres into four categories. Class 1 and 2 are considered as sustainable fibres and class 3 and 4 as non-sustainable and are to be phased out by year 2030.

When developing Filippa K's Fibre Tool we looked at Made-by's fibre tool, Nike's Material Sustainability Index (MSI), Sustainable Apparel Coalition's (SAC) and the ECO-metrics guidelines. Reports from NGO:s, articles from trade news agencies and information from trade networks have also been taken into consideration.

When classifying a fibre, which is made from the fibres origin to the spinney, both environmental and social aspects has been taken into consideration.

In 2012, 90% of Filippa K's used fibres were classified in accordance with the tool. Five percentage of the fibres used where classified in class 1 and 32% in class 2, both considered sustainable by Filippa K. Further, 11% of the purchased fibres where in class 3 and 42% in class 4. Filippa K has set the target to produce all its clothes with sustainable fibres (class 1&2) by the year 2030. Therefore, the company is now reviewing different possible qualities for future seasons. One step in this direction is the measurable target for 2013 to decrease the use of class 4 fibres to 34% and increase the use of class 1 and 2 fibres to 42% (2012: 37%).

PERCENTAGE OF SUSTAINABLE FIBRES AT FILIPPA K 2012



CHEMICALS

To reduce and monitor the use of substances in the production process we work closely with our suppliers. This is to safeguard the people working in the factories and the environment where our products are manufactured as well as protecting the people using the finished

product. Filippa K's Restricted Chemicals List is a development of EU's REACH legislation and is constantly updated. We strive to phase out the most harmful substances in the production process.

MATERIAL STATISTICS	USE	2012
Cotton		31.3%
All Wool		17.4%
Viscose		8.4%
Organic Cotton		8.4%
All Leather		7.4%
Lyocell (tencel)		5.6%
Silk		5.2%
Polyamide		4.1%
Polyester		3.5%
Other fibres*		3.1%
Linen		1.6%
Acetate		1.5%
Elastane (Lycra, Spandex)		1.4%
Nylon		1.1%

*Other fibres consist of fibres of 0,7% or less and includes triacetat, rayon, modal, stone beads, glass beads, PL ceramica etc.

CUSTOMERS: SUSTAINABLE AND LONG-LASTING STYLES

The customer expects Filippa K to meet their requirements for high quality and long lasting design. Furthermore, they expect Filippa K to be a responsible purchaser.



LONG-LASTING STYLES

We want to offer sustainable products to our customers; the modern woman and man. Our customers are increasingly concerned about the sustainability aspect of the products that they consume. To meet this request, we want to increase the number of styles that are produced in materials with 100% sustainable fibres*. In year 2012, 11% of Filippa K styles was produced in sustainable materials, which also where the goal for that year. In 2013 Filippa K will increase the percentage of sustainable styles to 13 % of the total number of styles.

FILIPPA K SECOND-HAND STORE

We have learned that clothes often are thrown away or lie unused in our closets. However, our clothes are designed and developed in the spirit of long-lasting fashion, to stand the test of time. To further prolong the life and value of our clothes we started a collaboration with Judith's Second Hand, a well established second-hand chain, and opened a Filippa K second hand store in Södermalm, Stockholm in 2008. Since then we have offered our customers the opportunity to sell their Filippa K pieces and buy second-hand.

"We are proud over this way of working with sustainability. Our quality and design have made it possible for our products to become the base for a successful second-hand concept", says Elin Larsson, CR Manager at Filippa K.

* Class 1 and 2 in Filippa K's fibre tool.

PARTNERS: COLLABORATION FOR SUSTAINABLE SUPPLY CHAINS

At Filippa K, the ambition is for our partners to be able to grow together with us. Therefore, we focus on creating long-term relationships based on honesty and openness. We have a long history with most of our suppliers, and many of them have been working with the company for more than ten years.

“Filippa K have always been an trustworthy and open costumer to us”-(Supplier for tailored pants & skirts)



FAIR WEAR FOUNDATION



Since 2008, Filippa K has worked with Fair Wear Foundation to secure good labour standards in the supply chains with high compliance the Filippa K’s Code of Conduct.

Fair Wear Foundation is a multi stakeholder Initiative that supports us by performing factory audits and by developing reports and action plans when needed. They also support us in our own development by performing an annual performance check-up to analyse our processes and way of working with these social issues.

AUDITING FOR GOOD SOCIAL STANDARDS

Fair Wear Foundation monitors the development of different countries and conducts a risk estimation to determine where social auditing should be focused. As a Fair Wear Foundation Member, we have set the target to audit 90% of our suppliers located in high-risk countries.

In 2012, 44% of Filippa K’s total production was located in countries that Fair Wear Foundation considers as high-risk countries. We performed three factory audits together with Fair Wear Foundation, two in China and one in Rumania, all together Filippa K has audited suppliers that together stand for 87% of the purchases in risk countries, which is close to the annual target of 90%.

SUPPLY COUNTRIES	2012
Portugal	43%
China	35%
Italy	10%
Estonia	6%
Lithuania	4%
Vietnam	1%
Other supply countries*	1%

*Other supplies countries produces less then 1% and include countries as Japan, India and Morocco.

DIALOGUE AND COLLABORATION

At Filippa K we believe that auditing alone never is enough, and that maintaining presence and having a high-quality dialogue with suppliers is just as crucial to improve social standards. Extensive overtime and production peaks are an issue that the whole industry is struggling with. To prevent overtime Filippa K works with its suppliers to even out production by moving production periods to low seasons and by planning sufficient lead times. By planning requested delivery times ahead together with suppliers, and by placing orders in advance on estimated sales figures we have seen positive results. This approach has proven to be a success and we believe this is the most effective way to make a permanent change.

To further promote good labour standard Filippa K evaluates all of our suppliers on a yearly basis to provide feedback of the suppliers performance and find opportunities to improve.



EMPLOYEES: PROUD, PASSIONATE AND DEDICATED

We believe that passion, engagement and a great leadership is key factors for success. We want to empower our employees to be initiative taking and responsible.

Filippa K has 268 full-time employees in total on all seven markets.

“The values are the foundation of everything we do.”- (Birgitta Lindbrandt, HR Manager.)



CORPORATE VALUES

Filippa K’s core values are Style, Simplicity and Quality and are a part of the brands history. They are the foundation of everything we do. Our values unite us, create a strong culture and help us reach our goals.

We aim to make the values a more conscious part of our every day business, through our Leadership, Recruitment Process, Performance Development Reviews and Succession planning.

DIVERSITY

Diversity is important in Filippa K’s way of doing business. We believe that the success of Filippa K is based on a variety of skills and expertise of the company’s employees. Filippa K wants to contribute to a society where everyone is equally treated. Diversity in expertise, experience and background is a corporate advantage.

Filippa K continually works to ensure equal opportunities for all, which are discussed both in recruitment process and in employee training programs.

At Filippa K, we strive to have both women and men represented on all levels. As a part of the gender equality plan, salary maps are regularly conducted. The 2012 mapping showed no unreasonable salary differences between women and men. Also, it showed that the gender diversity had improved from 18% employed men (2011) to 22.4%. By the end of 2012, Filippa K’s senior management group consisted of 5 women and 4 men.

SWEDEN EMPLOYEE STATISTICS	2012
Absenteeism %	2.68
Employee turnover %	29
Men/ Women %	22.4 / 77.6
-Age -25	18 /33
-Age 26-30	11 /43
-Age 31-50	8 / 57
-Age 51-	2 / 7
Women, full time/part time %	66.2 / 33,8
Men, full time/part time %	42.5 / 57,5

During 2013 KPIs will be developed for all Filippa K countries.

WELLBEING AT WORK

We believe in a good work-life balance. This belief drives Filippa K to be a responsible and trustworthy employer, who offers its employees possibilities for a balanced life.

Our work in the Netherlands is one good example of Filippa K's emphasise for a good work life balance. In Netherlands, the government only pay 26 weeks of parental leave, which we think is quite little. To give our Dutch employees the possibility to stay longer at home, we decided to prolong the paid parental leave by giving 80% of the salary in eight additional weeks.

Filippa K cares to minimize health problems, both physical and psychological by being a proactive employer. During 2012 no work-related accidents have been documented.

We want to attract, recruit and develop committed employees that are given the opportunity to grow within the company. Succession planning is an important

yearly process where Filippa K secures regrowth in the company. To ensure succession and growth Filippa K holds Performance Development Reviews (PDR) on a yearly basis, within each level in the organisation, and with all employees; permanent, temporary and substitutes.

The PDR is set out to be an opportunity to discuss the daily situation, goals and personal development. The Succession process starts with the Performance Development Reviews and ends with a mapping called Management Reviews.

EMPLOYEE SATISFACTION

On a regular basis, employee satisfaction is measured. The result from the Employee Satisfaction Survey 2011 was overall 4,1 out of 5, (82%). Next survey will take place in April 2013.

The Employee Satisfaction Index is an important measurement in order to continue to be a responsible and trustful employer.



SOCIETY: ENGAGEMENT WITH NGO'S AND ENVIRONMENTAL INITIATIVES

Why we appreciate initiatives

As a medium sized company, Filippa K values and supports industry initiatives that can drive development and change towards better social and environmental standards for all stakeholders affected.

Besides the possibility to increase efficiency in our business practice, Filippa K collaborate with different NGO's in initiatives to deepen our knowledge and learn about new innovative ways of working. This fits us well since our priorities have always been to stay updated and ahead. Besides our engagements in initiatives, we connect donations to some of our business processes.

Initiatives

WATER INITIATIVE

Filippa K are active in the water initiative, Sweden Water Textile Initiative (SWTI) which is a joint project between textile and leather retail companies in Sweden who work to ensure sustainable water consumption within the production process. This initiative has led to deeper knowledge regarding how we can work to minimize water consumption in the supply chain, an issue that is of importance in the fashion industry since a large amount of water is used in textile and leather production.

MISTRA PROJECT

Filippa K is also part of the project MISTRA, where Swedish researchers, companies and organisations meet to submit proposals for an interdisciplinary research programme concerning sustainable fashion - clothing, shoes and textile accessories. MISTRA is a credible project that holds economic support from the Swedish government.

Filippa K is currently involved in two research projects, "Sustainable consumption and consumer behaviour", and "Business model innovation". The overall aim of these projects is to contribute to systemic change towards a sustainable society, find novel ways of substantially reducing fashion's environmental impact and strengthen future competitiveness.

SUSTAINABLE FASHION ACADEMY'S FORUM

Filippa K have joined Sustainable Fashion Academy's forum, which is an innovative forum for sustainable fashion, connection companies such as; H&M, Fjällräven, Lindex, Boomerang, Haglöfs and Klättermusen.

Through the Sustainable Fashion Academy's Learning & Innovation Forum we are educating our designers, buyers, marketing people and sustainability team. Also, the forum is a great place to share experiences with other companies.

MEMBERS OF A NEW SWEDISH ENVIRONMENTAL INITIATIVE

The Swedish Shoe Environmental Initiative (SSEI) is a network of companies and organisations within the Swedish shoe business, which support the creation of more common sustainability guidelines. SSEI's aim is to develop business praxis that goes beyond legislation through development of guidelines and tools for design, product development and purchase. We strongly believe in cooperation, such as SSEI, as a way to learn from each other and to create change - together we are stronger.

Donations

Even though donations are not a primary focus area of Filippa K's corporate responsibility work, we wish to give something back to the industry and society as a whole. Therefore, we have been active in different donation initiatives, such as Music Aid, and have taken the opportunity to connect our

business with donations of clothes and money.

FILIPPA K AND STADSMISSIONEN

In January 2012 we started a co-operation with Stadsmissionen in Sweden. The starting point for the collaboration was a donation based on the turnover made from a sample sale, about 37 500 SEK, and a donation of about 1 100 pieces from our outlet warehouse in Borås. Stadsmissionen is a non-profit organization which helps children and teenagers in need of support, families in crisis, single mothers who lack financial resources, young grown-ups in need for therapies, young parents who need support and advice, elderly people living in loneliness and homeless or abused women and men. Currently, we donate all Swedish store claims and are now looking at possible future solutions for the store claims for all countries. Through Stadsmissionen, the garments are donated to people in need, sold in their second hand stores or constitutes material to their "Remake" products made by homeless people.

THE HUNGER PROJECT

Filippa K's designer Åsa Stenerhag got the inspiration for the decorations of the Summer 2012 porcelain series for Rörstrand from hand painted houses in Burkina Faso. Women do these paintings. To give a little bit back to these women we have used the royalty from this porcelain series and invested it in Burkina Faso through a charity organisation called "The Hunger Project" which is based on values that we support.



LÅNEGARDEROBEN

Lånegarderoben is a non-profit organization that serves as a library, where you borrow clothes instead of books. The idea is that consumers can renew their wardrobe temporarily without contributing to increased consumption.

Filippa K collaborate with this organisation since we think this is a fantastic idea that gives us the opportunity to show that our clothing really stands the test of time, both in quality and design. We have sponsored them with nice outfits for both women and men during 2012.

LÅNEGARDEROBEN

VAD ÄR LÅNEGARDEROBEN?
Lånegarderoben fungerar som ett bibliotek för kläder. Här kan du låna kläder istället för böcker och på så sätt bidra till att konsumtionen minskar.

TISDAGEN DEN 11: E OKTOBER 2011
Lånegarderoben bjuder på Fairtrade-fika onsdagen den 19 oktober!

Lånegarderoben deltar i Fairtrade Challenge, den stora fikapausen som i år höjer sig och ska sätta världsrekord i fikal Den 19 oktober beräknas en halv miljon människor i Sverige och Lånegarderoben är en av dem. Vi bjuder på Fairtrade-märkt choklad, kaffe, te och bananer. Stort tack till Konsumentverket i Midsommarkransen som hjälpt oss göra detta möjligt!

Onsdagen den 19 oktober, låna kläder och fika med oss, vi har som vanligt kläder tillgängliga på www.lanegarderoben.se

FÖLJ OSS:
Lånegarderoben on Facebook

GRI TABLE

This is Filippa K's first Sustainability report developed in accordance with the guidelines of the Global Reporting Initiative (GRI). The report is not subject to external assurance. The tool that we now use for calculation methods for carbon emissions are developed in cooperation with Filippa Bergin at Invest in Change.

Sustainability indicators covers Filippa K owned retail and wholesale trade. Franchise stores do not report sustainability data to Filippa K, and are therefore not included in the report. When it comes to freight calculations all transportations purchased by Filippa K are included, freights between sub-suppliers are excluded. Some energy consumption factors have, however, been changed from the previous year.

During the year, Filippa K has not imposed any significant fines or penalties for violations of environmental laws, employee safety or other legislation. The following table shows where the information is presented in the report. In addition to the profile and control data GRI demand, the table contains all core indicators and additional indicators considered relevant to Filippa K. Some accounts refer to information in the Annual Report.

	Filippa K	Page
1	STRATEGY & ANALYSIS	
1.1	CEO's comment	1
1.2	Risks and opportunities	1-3
2	ORGANISATION	
2.1	Organisations name	Front
2.2	Organisational structure	AR
2.3	Head quarters location	AR
2.4	Countries where present	AR
2.5	Ownership structure	AR
2.6	Markets	AR
2.7	Company's size	AR
2.8	Significant changes during year	6
3	ACCOUNTING PARAMETERS	
3.1	Reporting period	Front
3.2	Last reporting	19
3.3	Reporting cycle	19
3.4	Contact person for report	Back
3.5	Rapports extensive	19
3.7	Limitations on the scope	19
3.8	Measurement and calculation principles	19
3.9	Explanation of changes from previous report	19
4	GOVERNANCE, COMMITMENTS AND ENGAGEMENTS	
4.1	Board structure	AR

4.2	Chairman's role	AR
4.3	Mission, Code of Conduct, etc.	1-3
4.4	Precautionary principle	19
5	ECONOMIC INDICATORS	AR
6	ENVIRONMENTAL INDICATORS	
EN.1	Materials used by weight or volume	9-10
EN.3	Indirect energy consumption by primary energy source	7
EN.5	Energy saved due to conservation and efficiency improvements.	7
EN.16	Total direct and indirect greenhouse gas emissions by weight.	7
EN.18	Initiatives to reduce greenhouse gas emissions, and performance.	7
EN.26	Reducing the environmental impact of products and results.	11
EN.28	Fines and sanctions for noncompliance with environmental laws.	19
EN.29	Transporters environmental impact	7-8
	SOCIAL INDICATORS	
	EMPLOYMENT & WORKING CONDITIONS	
LA.1	Total employee force divided in type, of employment and region.	14
LA.2	Total employee turnover by age group, gender and region.	14
LA.3	Benefits given employees	14-15
LA.7	Rates of injury and number of work related fatalities by region.	19

LA.12	Percentage of employees receiving regular performance and career development reviews.	14-15
LA.13	Employees, senior management and board members divided by diversity indicators.	14
LA.14	Ratio of basic salary of men to women by employee category.	14
HUMAN RIGHTS		
HR4.	Total number of incidents of discrimination and actions taken.	19
HR5.	Actions taken to support freedom of association and collective bargaining in different operations.	12-13
HR6.	Measures taken to contribute to elimination of child labour.	12-13
HR7.	Measures taken to contribute to elimination of forced or compulsory labour.	12-13

SOCIETY		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	19
PURCHASING RESPONSIBILITY		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	11-13
PR5	Practices related to customer satisfaction & results of customer surveys.	11
PR9	Monetary value of significant fines for non-compliance with laws concerning the provision and use of products and services.	19

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