A man in a dark shirt is spraying a pair of dark blue jeans hanging from a red coiled hose. In the foreground, there is a large pile of folded dark blue jeans with orange stitching.

NUDIE JEANS

Social Report 2022

nudiejeans.com

Start date membership: November 2009

Reporting period: January 2022 – December 2022

Nudie Jeans co



Table of contents

1. Organisational chart.....	3
2. Summary: goals & achievements 2022	4
3. Sourcing strategy	5
3.1 Human rights due diligence	5
3.2 Sourcing strategy & pricing.....	6
3.3 Nudie Jeans purchasing practices.....	8
3.4 Production cycle.....	9
3.5 Factory relations	9
3.6 Integration of monitoring activities and sourcing decisions	9
4. Coherent system for monitoring and remediation	10
4.1 Greenlab/Italy	11
4.2 Eduardo Pereira/Portugal	11
4.3 Famadex/Portugal	11
4.4 Denim Authority/Tunisia.....	11
4.5 Fares/Tunisia	11
4.6 Fashion Textile Services/Tunisia	11
4.7 Esvap/Türkiye	11
4.8 Agrona/Türkiye	11
5. Complaints handling.....	11
5.1 Case 1 (ID: 1246).....	12
5.2 Sağ Salim	12
6. Training and capacity building	13
6.1 Activities to inform staff members.....	13
6.2 Activities to inform agents	13
6.3 Activities to inform manufacturers and workers	13
7. Information management	13
8. Transparency & communication	14
9. Stakeholder engagement	15
10. Corporate Social Responsibility	19

1. Organizational chart

The organizational structure is shown in Figure 1. It shows the Nudie Jeans AB company group, consisting of eleven entities where Nudie Jeans marketing is the purchasing party, and all transactions to produce our products are through this entity.

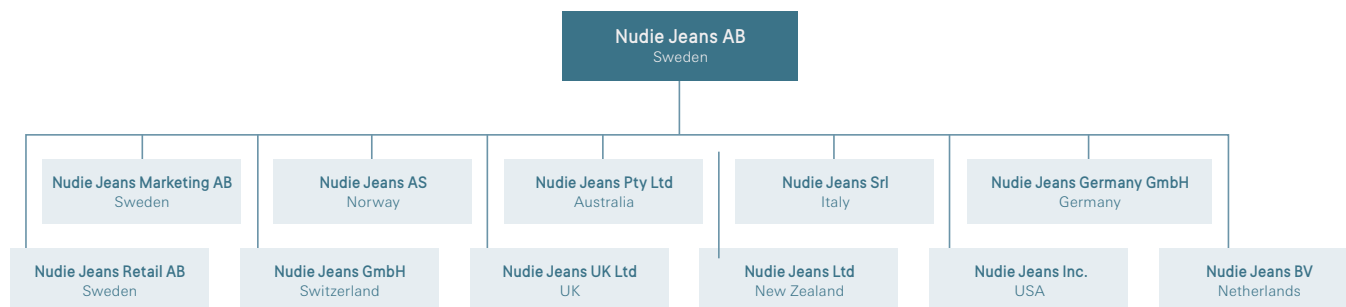


Figure 1. The organizational structure of Nudie Jeans company group 2022.

2. Summary: 2022 goals & achievements

In 2022, we initiated a total of 8 audits, one in Italy, two in Türkiye, three in Tunisia, and two in Portugal. The audits carried out in Türkiye and Tunisia were conducted by Fair Wear Foundation's (FWF) audit team, and the audits in Portugal and Italy were performed by independent consultants. During the year, we also worked on following up on the audit results and non-compliance from other reports we received as well as previous audits from the year before. According to the latest FWF Brand Performance check, which reported on 2021 activities, we monitored 90% of our production units. The number of worker complaints was low, with one complaint from employees at one of the Indian suppliers. *Read more under Complaints Handling.*

In 2022, we managed to have one advanced training session on social dialogue in Tunisia and another training on violence and harassment prevention in India. Further, we initiated two advanced trainings on Fair Price at suppliers in Tunisia and Türkiye. Our engagement with suppliers continued as well as carried on with collaboration with other FWF brands and initiated cooperation regarding remediation work and improvement work at several of our main suppliers in Italy, Tunisia, and Türkiye. We have also been collaborating with researchers analyzing our sustainability work.

In 2022, we continued to support our suppliers, below is a list of actions in the supply chain:

- We had close dialogues with suppliers and monitored developments in each production country.
- We prepaid fabrics to selected suppliers.
- We continued to support the living wage payments at selected suppliers.
- One supplier purchased a factory ambulance with the balance payment from Nudie Jeans supporting COVID19- vaccines.
- We provided flexible delivery dates.
- In dialogue, with selected suppliers, we planned the capacity of production orders.
- We continued to monitor developments in each country and acted responsibly toward all our stakeholders, including retailers, throughout the year.
- We participated in social dialogues on numerous occasions during the year, with stakeholders from the community, third-party organizations, suppliers, and NGOs in producing countries (FWF, ETI, Etisk Handel, GIZ, and Re: Skills among others).

Besides the continuous improvement in the supply chain, we intensified the transparency work and our support of the cotton farmers in Türkiye through the Sag Salim program. Nudie Jeans initiated a Social Life Cycle Assessment executed by students at Chalmers University of Technology and IVL Swedish Environmental Institute. The assessment was carried out on denim fabric from Turkish organic cotton. 3 of Nudie Jeans suppliers participated.

In 2022, a Responsible Business Conduct (RBC) Policy was established. The policy describes Nudie Jeans' commitment to human rights due diligence and aims to reaffirm our commitment to conscious and liable business conduct in full respect of the key principles introduced in our full policy portfolio. We proceeded to conduct risk assessments to map and evaluate human rights violations connected to our business. Risk assessments were done at various levels such as country-specific, sector-specific, sourcing model and product level.

3. Sourcing strategy

3.1 Human rights due diligence

Nudie Jeans has since its start worked towards transparency in the supply chain through long-term business relations. The brand has therefore already established policies concerning the commitments to environmental and human rights. Over the years, a lot of site-specific data has been gathered and mapped, which has indirectly constituted a continuous due diligence process. 2022 has been the year when the framework provided by the OECD Due Diligence Process has guided us in structuring the collected data to be standardized by the industry. Figure 2 shows the framework Fair wear foundation has adapted from the OECD Due Diligence Process.



Figure 2. The Human Rights Due Diligence Process Adapted from (Fair Wear Foundation, 2023)

Step 1: Establish a Responsible Business Conduct Policy.

The Nudie Jeans Responsible Business Conduct Policy is available online. The policy summarises our commitments and can be read as a framework for Nudie Jeans' different business operations to navigate our work as responsibly as possible. Different departments have been involved in creating the document which in the end has been signed by Nudie Jeans CEO and Chairman of the board.

Step 2: Conducting a scoping exercise, risk assessment, and informing workers and suppliers.

Our risk assessments have so far been made on the country and sector-specific level, sourcing model, as well as factory/ product level. By using our travel reports, Fair Wear Country Studies as well as the MVO CSR Risk Check. Some of the risks can be read about in our Human Rights Policy. Also, more about our onboarding, social dialogue, and sourcing strategy coupled with risks in the next chapter.

For the product level, mainly audits have constituted site-specific risks as Nudie usually collaborates stable supply chains per product. For future work, we wish to track gender-responsive risks as well as tracking factory specific risks for lower tiers and communities.

Step 3: Stopping harm, prioritizing, and implementing programs.

Nudie Jeans have actively worked towards implementing programs targeting to prevent and mitigate risks such as living wages and female supervisor training in collaboration with other brands. Nudie Jeans has also initiated monitoring and data collection in the Tiers furthest away, as it is part of the supply chain with higher risks. More initiatives can be read throughout this report.

Step 4: Tracking and validating on progress made in the Implementation and Prevention Programmes.

Through Fair Wear Foundations verification audits and previous Brand Performance Checks, we can validate and track. The progress is presented in our Sustainability report yearly. Nudie Jeans is also involved in several benchmarking indicators such as the Ethical Fashion report and The FWF Brand Performance check. The Higg Brand and Retail Module is used for a self-assessment of the brand.

Step 5: Publicly reporting on risks and progress.

Due to Nudie Jeans' commitment to Transparency, public reporting is well integrated with our businesses. In our yearly Sustainability report, we report and follow up on identified risks, such as right to collective bargaining and freedom of association and tracking wages at the suppliers. We also disclose our supplier base to the Open Supply Hub. In addition, see public speeches and presentations held during 2022:

- Adyen Earth Day – Sustainability in the Textile Industry
- Etisk Handel Norge – Living Wages
- ETI Sweden – Human Rights Due Diligence
- GIZ – Circular activities
- RE:Skills – Global supply chains and social risks
- Lunds university – Business and Sustainability
- International sourcing expo Australia – Human Rights Due Diligence, Climate, Circularity
- University West – Social conditions in textile supply chains
- World circular economic forum – How to reduce the footprint of the textile and garment industry
- School of Business, Economics and Law, Sustainable marketing, and business ethics

3.2 Sourcing strategy & pricing

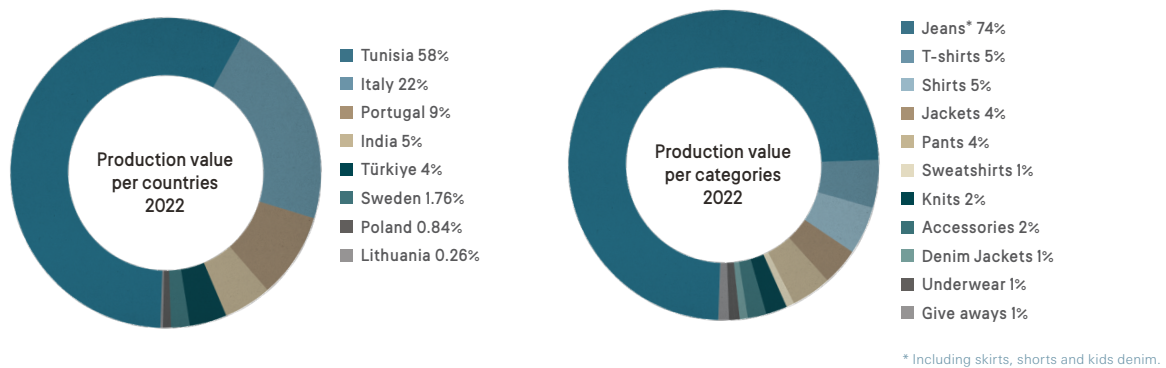
Nudie Jeans is not an aggressive sourcing company, we are working with suppliers that we have established a good relationship with and that share our values. When we do need to find new suppliers, we will either look for these ourselves or our agents will suggest new ones. We always visit the production location and discuss our criteria with the management before production starts. All new suppliers need to meet Nudie Jeans' expectations regarding quality, price, product development, lead time, working conditions, and ability to work with sustainable materials. To assure this, we developed our sourcing strategy, where all suppliers must:

- Sign the Nudie Jeans Code of conduct, Transparency policy, and Chemical policy before production starts (if a direct supplier).
- Have documented high social, ethical, and environmental ambitions.
- Have vertical manufacturing or a limited number of subcontractors.

- Be transparent regarding all units in their production chain and open to auditing as well as be visible on our product card.
- Have the potential for a long-term partnership and growth with Nudie Jeans.
- If located in a high-risk country, demonstrate a democratic environment in the workplace.
- If located in a high-risk country, be able to show proof of decent working conditions.
- Agree to the FWF Workers Information sheet to be posted and allow access for the audit team.

When choosing a new supplier, we always evaluate them from a health and safety perspective, previous audit reports are collected, and the code of conduct is explained and discussed with the supplier at an initial visit to the factory. The Transparency Policy include Fair Wear Foundation requirements. The willingness of the factory management to cooperate and be transparent is a very important element when deciding to start a business relationship. We have a supplier assessment manual that we use to evaluate all new possible collaborations.

In 2022, our production based in Europe reached 34%. The division per production country based on the total production value in 8 countries, is shown in Figures 3 and 4.



Figures 3 and 4. Production volume per country and production value per product category, 2022.

3.3 Nudie Jeans purchasing practices

Nudie Jeans strive to have long-term relations and a continuous dialogue with all suppliers. The Nudie Jeans purchase practices include forecasting, production based on actual orders and for some products, prefinancing of organic cotton seeds, and forecasting of the cotton volume. The product prices are subject to discussions mainly if new technologies, treatments, and other details are added, but considerations for sustainability aspects such as certification costs, labor wage costs, our share of living wages, and Fairtrade premiums are also an important part of our buyers to consider in the discussion with suppliers. For the last 10 years, we have been developing our living wage program, now paying our share of living wages for our products at selected Indian and Turkish suppliers, and during the last years, just over 3796 workers have received an additional amount from Nudie Jeans, as a step toward increasing wages at selected suppliers. See the shares in Figure 5.

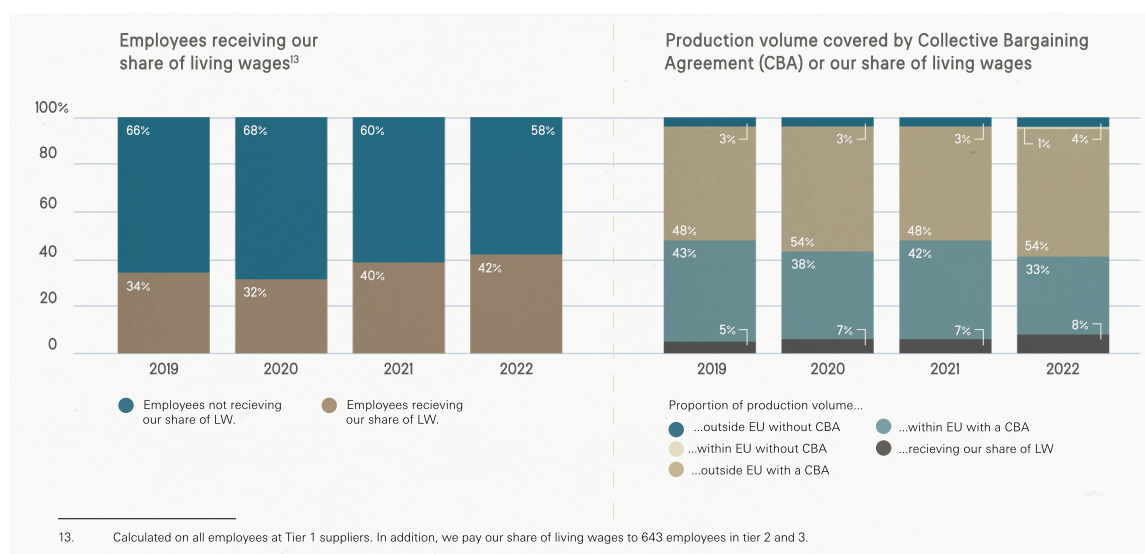


Figure 5. Employees receiving our share of living wages and share of production covered by Collective Bargaining Agreements/Our share of living wages over time.

Over the past three years, an increase in the number of employees at the suppliers who benefit from our share of living wage payments from 32% to 40%, where the proportion of the production volume representing the employees receiving our share of living wages has increased from 7% to 8%. Notable however is that the workers who are not part of our living wage program, are located within the EU and/or have collective bargaining agreements and functional union representation in the factories. See the shares in Figure 5.

In 2022, we continued the discussions on the implementation of our share of living wages at our leather supplier in India, and our shirt supplier in Türkiye both suppliers were enthusiastic about it, and it was a great achievement to see that both suppliers have incorporated product style costing and developed a program for living wages from the Spring 2022 collections. At the living wage program at the Turkish supplier that we initiated in 2021, we are collaborating with three other brands, which considerably increased the monthly income for the employees of their employees. We have also initiated dialogue for living wages at our largest supplier in Tunisia, by applying transparent costing for different styles and a survey that will be the base for a site-specific living wage benchmark.

3.4 Production cycle

During the past years, we have reworked our production cycle, where the sales periods are shorter while the production periods are longer. As a result, production is less time-pressed, which decreases the risk of short deadlines and overtime work. We also have an open dialogue with the suppliers regarding their peak and low seasons, where we try to place orders/styles that are running during the whole year, more specifically to the supplier's low seasons to balance their workload. The suppliers are receiving orders from our retail, online, and wholesale sales departments at the same time. If new fabrics are needed, a pre-purchase of the fabric based on estimated quantity can be made to make sure the production lead time can be kept. The lead time for production varies for different product groups if a new fabric is developed, or if we are using stock yarns. For garments with longer lead times for fabrics and production of for example outerwear, we pre-estimate the quantity and send the orders approximately one month earlier than other orders. For example, for denim production and t-shirt production, from the date when the factory receives the order, they have 12 weeks to produce before dispatch from the factory. During 2022, our design and production planning followed Nudie Jeans new Collection strategy which includes 6 drops a year. A drop constitutes a small collection of styles, that is meant to complement Nudie Jeans permanent collection.

3.5 Factory relations

We always visit the suppliers before deciding on sourcing. When on-site, we make a visible inspection of the factory as well as discuss sustainability issues with the management to get an understanding of their views. If we look for a new supplier, we need to know that the supplier shares our responsibility vision, and concern for the environment. We ask for the possibility to read existing audit reports, and we check during the first visit what has been implemented in the findings. All staff visiting suppliers on Nudie Jeans' behalf uses the Nudie Jeans supplier assessment manual and check general points for improvements and possible risks. The visits are normally done together with the sustainability manager, buyer, and/or the head of product development. In 2022, we were able to make visits to most of the main suppliers and some of the subcontractors have been visited by Nudie Jean's country representatives. No new main suppliers were used during 2022.

3.6 Integration of monitoring activities and sourcing decisions

During the year, the sustainability, supply chain, and product development department have regular and structured evaluations of suppliers with participants from different departments, where we discuss how they perform. The sustainability manager is responsible for bringing up critical issues related to working conditions or health and safety risks that might affect production. When Nudie Jeans places orders, the key factors are quality, price, working conditions, and the ability to meet our environmental requirements. As we mostly have only one product type made at each supplier, the order stock fluctuates with changes in sales. This means that it is hard for us to reward a supplier with more orders when they improve their performance regarding code compliance. We do not weigh in sustainability when we divide orders between suppliers as we believe that all our current suppliers are on a high level. The decision is more due to technical issues and the choice of fabrics connected to a certain supplier. Our ambition is to cooperate and work with other clients using the same suppliers as we do. In 2022, we have done so with several FWF members as well as other companies. In our cooperation with these brands, we have shared our audit reports, and updates on CAPs and encouraged them to join our living wage efforts. We plan to continue this cooperation in 2023 and expand it to other factories where we see a need for this.

4. Coherent system for monitoring and remediation

When we plan for coming audits, we make an evaluation based on the status of the supplier; when the latest audit has been done, the status of improvement work, and the status of complaints. We are working with the goal of re-auditing suppliers each 2-3 years if the follow-up of remediation work is running smoothly. If we see the need for a re-audit or a verification audit at a supplier before this time interval, we have the economical flexibility of planning for audits more frequently. We work with the same audit strategy for all our suppliers, based in low-risk as well as high-risk countries, including subcontractors. Table 1 shows conducted audits and training during 2022.

Audits and trainings that took place in our supply chain in 2022.

Supplier	Production country	Product group	Process	Audit company	External training	Training Organization
Armstrong knitting mills, unit I	India	T-shirts	Sewing		Violence prevention training	FWF
Chennai Management Services	India	Leather Jackets	Sewing		WEP Violence and Harassment Prevention	FWF
Greenlab	Italy	Jeans	Laundry	Independent consultant		
Eduardo Pereira Almeida	Portugal	Hats	CMT	Independent consultant		
Famadex	Portugal	Sweaters, T-shirts	Sewing	Independent consultant		
Denim Authority	Tunisia	Jeans	Sewing, laundry, packing	FWF	Social Dialogue training for supervisors and workers, Fair price app training	Just Solutions, FWF
Fares	Tunisia	Pants	Sewing	FWF		
Fashion Textile Services	Tunisia	Jeans	Pocket printing	FWF		
Agrona	Türkiye	Jeans	Cotton cultivation	USB for GOTS		FWF
Esvap	Türkiye	Sweaters	CMT	BSCI		
Mergu	Türkiye	Shirts	CMT		Fair price app training	FWF

Table 1. Suppliers who have been audited and/or received training.

During audits, a corrective action plan (CAP) is written within a time frame agreed upon between the auditor and the factory management. Relevant Nudie Jeans staff is informed about the outcome of the audit and the CAP. The CAP plan gives us a detailed overview of the current situation and pinpoints the most important areas for improvement which also helps us prioritize our follow-up work.

The follow-up of the CAP is coordinated by the Nudie Jeans Human Rights and Social Impact Specialist. The first step will be done through email communication in which the supplier updates Nudie Jeans on the progress. In the second stage, an on-site visit will be scheduled. In cases where we have agents, such as Portugal, they will be involved in the follow-up visits.

Nudie Jeans strives to have close communication with the supplier regarding the measures taken to improve working conditions. This includes discussing how Nudie Jeans can assist the supplier in reaching the corrective actions required. Documentation of the progress with the CAP is done in a CAP-excel sheet and kept on the common server at Nudie Jeans.

4.1 Greenlab/Italy

The audit showed findings related to the Health and Safety Labour Standard. The findings concerned blocked emergency exits and fire extinguishers. The emergency eyewash was out of function at the time of the visit. All findings have been improved.

4.2 Eduardo Pereira/Portugal

The audit showed findings related to the Labour standards: Health and Safety, Factory communication, and Living wage. First aid and health and safety training had not been provided to employees and the fire extinguishers were blocked at the time of the audit. As the audit was done in December 2023, the remediation has been discussed with the supplier and is in process.

4.3 Famadex/Portugal

At the time of the audit, the employees had not undergone Health and Safety training since April 2017. This finding is now closed as Health and Safety training has been executed at the factory.

4.4 Denim Authority/Tunisia

The audit showed findings related to Safety and Health, Living wages and Factory communication among others. Most of the findings was closed by the end of March. The remaining findings still need of remediation is in process.

4.5 Fares/Tunisia

The audit took place in late November, and the remediation has been discussed with the supplier and is in process.

4.6 Fashion Textile Services/Tunisia

The audit showed findings related to the Labour standards: Health and safety and Living wage. A new fire alarm, fire detectors, and an emergency eye-rinsing system have yet to be installed in the factory. Employees are today paid below the living wage benchmark estimated by local stakeholders. The audit took place in late November, and the remediation has been discussed with the supplier and is in process.

4.7 Esvap/Türkiye

The audit made in 2022 was initiated by another Fair Wear Foundation member brand. And we consider the audit reports as valuable information to verify the social conditions at the supplier. Although overtime was found during peak periods, the supplier confirmed that the overtime was not caused by Nudie Jeans orders or planning (Nudie Jeans has less than 1% leverage at Esvap). However, we support the planning for a follow-up audit in 2023 to see the development.

4.8 Agrona/Türkiye

In 2022, our fabric supplier Bossa initiated a social audit at Agrona, the ginner, and 5 selected cotton farms. We consider the audit reports as valuable information to verify social conditions at the farm level.

5. Complaints handling

In all production units, including subcontractors, we have posted the Code of Labour practice in the local language for the employees to read. The content should also be informed verbally to the workers by the factory manager or through training. This is how the employees learn about the FWF complaints system, as well as through the WEP training focusing on workers' rights.

When receiving a complaint, either an internal meeting with or without other FWF brands to set a strategy as complaints are handled differently depending on the situation. In most cases, we inform our main supplier directly that a complaint has been filed and try to give all details without disclosing sensitive details about the plaintiff. In some cases, the supplier will then investigate the complaint further, in other cases, or as a second step, we visit the supplier directly. In certain cases, we can involve our local production team or an NGO we collaborate with. A direct visit will usually be accompanied by an external consultant or an FWF audit team.

We consider a high number of complaints to be a positive sign; it shows that workers understand their rights and dare to file a complaint. The number of worker complaints was low with one complaint from employees at one of the Indian suppliers. The reports of the complaint are publicly available on the FWF website.

5.1 Case 1 (ID: 1246)

The complainants stated that more than 1000 women were employed in the factory and worked 3 shifts. The complainants claimed that there is an inadequate water supply in the washrooms, leading to health issues as the workers often get infections. The complainants added that even though they had taken this issue to the management's attention, their grievance was not addressed. According to the complainants, women workers suffer more during their menstruation cycles because of the scanty water supply.

The complaint was related to the Labour Standards of Safe & healthy working conditions. An investigation was put into place. The complaints handler checked with the complainants. The complainants stated they are happy with the investigation and that the water supply problem had been resolved.

5.2 Sağ Salim

In addition to the FWF complaints handling, we continued to be engaged in the Sağ Salim program in Türkiye. The program is a due diligence program developed to support the most vulnerable workers in the garment industry's supply chain. The program actively seeks out instances of deliberate exploitation, slavery, and unsafe working conditions and puts methods in place to resolve them. The areas targeted are but are not limited to, organic cotton farms in the Izmir region in Türkiye from which Nudie Jeans denim's cotton is sourced, but also aims to cover other tiers of the supply chain. The Sağ Salim program directly engages with workers to provide a persistent labor monitoring solution across multiple tiers in the supply chain and leverages a cross-sector stakeholder committee to investigate and remediate issues. Below is an illustration of the Sağ Salim Framework. Activities and communication around the Sağ Salim project reached 4,618,258 people in 2022 with engagement from 287,577 after two years of membership. This resulted in a rise of 20% in reach and 15% in engagement since last year.

The key issues identified include wages, discrimination, water, living and working conditions, legal status, transportation, health, childcare, lack of grievance mechanisms, and long hours.

Highlights from the reports include the reach of the program and the impact of the educational content we have been developing and distributing. This has led to an increase in reporting and is also assessed as likely to have a positive impact in reducing the vulnerability of workers throughout the supply chain as they become more aware of the risks of exploitation.

6. Training and capacity building

6.1 Activities to inform staff members

We conduct sustainability-themed presentations, including information on the FWF membership, several times a year for both global wholesale sales staff as well as the staff in our Repair Shops. In 2022, employees at the head office, the global sales offices, and store staff have been continuously updated on progress and relevant information in meetings as well through our project management system Asana and by receiving a quarterly sustainability newsletter. By educating the sales staff in the shops we have a great opportunity to spread the word of what we are doing directly to the customers.

6.2 Activities to inform agents

All production agents and quality controllers are receiving the quarterly sustainability newsletter, which includes information on audits in production countries, articles, and other work related to production countries. Nudie Jeans has established long-term relations with agents in Portugal, India, Türkiye, Italy, and Tunisia. The agents are well-updated on the Code of Labour practices and involved in the continued communication on follow-ups and the remediation we do with our suppliers.

6.3 Activities to inform manufacturers and workers

All suppliers must post the FWF Workers Information Sheet at all production sites including subcontractors. This is checked when we visit the suppliers. The sheets must be posted in all relevant languages and many locations, if the factory is spread over a large area.

In the past years, one of our main Indian suppliers has enrolled workers and management in workplace training, raising awareness about workplace standards and grievance systems, and developing functional anti-harassment committees. Other types of training programs have been offered for line supervisors, where the focus was on leadership and teamwork, as well as types of harassment and how to identify them. They also had separate training with a local NGO.

In practice, we supported suppliers to have relevant policies in place, to encourage more female line supervisors, to investigate the wage structure, and to have representative committee groups comprising both men and women of different ages, departments, and skill levels. Committee work is an important way to involve all workers and ensure their voices are heard and that all voices are equal, without discrimination. We see our program for raising wages toward a living wage as one way to reduce inequality because it results in both men and women having a stable income on which it is possible to live.

The feedback from the WEP training over the years has been very positive. Workers were happy to attend this training and provided feedback that they had a better understanding of the FWF Code of Labour Practice.

7. Information management

In 2022, we worked with collecting the workers' info sheets and signed questionnaires in the Worldfavor digital system. Our renewed project around product transparency was a good starting point when communicating with suppliers on product locations throughout our supply chain. In addition, we have our staff as well as good communication with our main suppliers to identify the subcontractors in our supply chain.

8. Transparency & communication

We have, for the fourth year, reported on our sustainability work in the Brand and Retail Module (BRM) of Higg. This module enables us to track, measure and share our sustainability work. This year, the social score was 70,2% including management systems, brand, stores, and operations and logistics. The results identify areas of development within the brand.

We support the Transparency pledge, and a full list of our suppliers is available for download on our website which includes suppliers from the raw material stage to the sewing of the garments. Presenting this amount of information is unique. At the time of writing, we have about 22 sewing and making suppliers, and 16 subcontractors for laundry, printing, and embroidery. In addition, we have about 60 suppliers involved in the fabric and material process, 16 trims suppliers, and 19 raw material suppliers.

It is important to us to visit the suppliers, to understand the conditions in which our products are made and to build relationships. As seen in Figure 6, we have visited 100% of Tier 1, 39% of Tier 2, 20% of Tier 3, 10% of Tier 4, and 100% of the suppliers in the reverse supply chain. In total, we have visited 51% of the supply chain. In 2022 we were able to visit all but a few suppliers, for example, embroidery and printing suppliers in Portugal as well as our suppliers in Poland and Portugal

In 2022, we continued to add our suppliers which whom we have an established relationship and/or that have visited the Open Supply Hub.

We put significant effort into keeping the supply chain as consolidated as possible. For consumers to see how everything is connected, we developed a Production Guide in 2013. The Production Guide will be removed by next year, and instead, we will continue with our product transparency cards. Both services work as a website tool where the consumer can get detailed information about the production premises connected to each product and the upstream process. We publish audit summaries, materials, transportation, CO2 emissions and water data, general supplier information, and certifications.

In 2022, we continued the sustainability communication, and in particular, the journal posts describing different sustainability activities. As Nudie Jeans has grown to become a global denim brand, students, researchers, and journalists from all over the world regularly ask us to share our insights and experiences from the textile industry. We believe that knowledge of the current situation and industrial history, from both internal and external perspectives, is crucial to understanding the challenges we face to find efficient solutions and lead the industry toward continuous improvements. In 2022, we participated in over 90+ events, including interviews and public speeches, to share our knowledge with different networks, Ph.D. and undergraduate students, researchers, and journalists. These interactions included more than 20 public speeches we held globally, including presentations and panel talks, at various online events with different target groups and purposes.

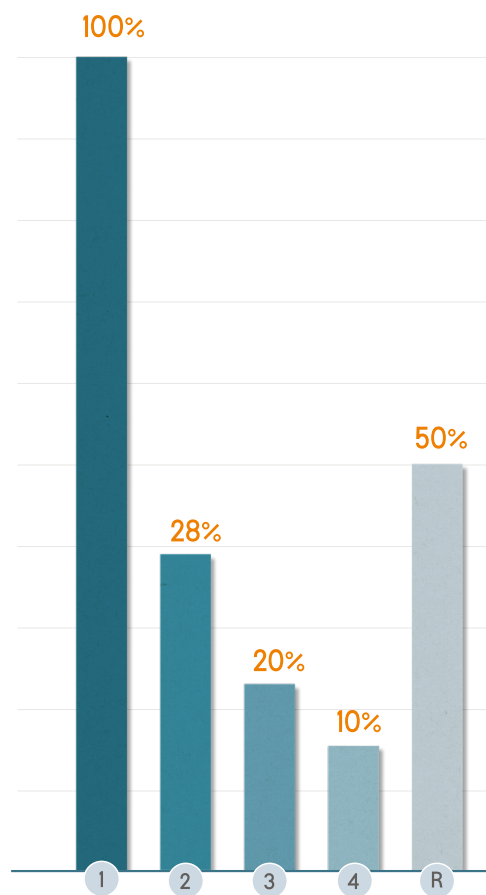


Figure 6. Percentage of Tier 1-4 suppliers visited during 2022.

9. Stakeholder engagement

The organizations we have chosen to partner with have all their specific purpose and area of work that aligns with Nudie Jeans Sustainability work. The most crucial networks for our daily operations are the membership in STICA, RISE, Fair Wear Foundation, and Textile Exchange.

Swedish Textile Initiative for Climate Action



We have been part of the Swedish Textile Initiative for Climate Action (STICA) since 2019. The purpose of STICA is to support the textile industry and their stakeholders to reduce greenhouse gas emissions in line with the 1,5° C warming pathway. The support and knowledge-sharing within the network have played an important role in the development of our climate work. To tackle climate change, a transition must happen on an industry level and the network creates a forum for joint efforts and the possibility to influence the EU and Nordic policy arena.

→ sustainablefashionacademy.org/STICA

Textile Exchange



We have been members of Textile exchange since 2009. Textile exchange is a global non-profit organization that works to make the textile industry more sustainable. Textile Exchange inspires and equips people to accelerate sustainable practices in the textile value chain. The organization focuses on minimizing the harmful impact of the global textile industry and maximizing its positive impacts.

→ textileexchange.com

Sağ Salim

We joined the program Sağ Salim during 2020, aiming to increase transparency in the



Sağ Salim
صاغ سليم

part of the supply chain not known to most brands, the cotton farmers. The program was initiated by our main fabric supplier and another denim brand, and the purpose is to create a grievance channel and capacity building program for cotton farmers, cotton pickers and agricultural workers in Türkiye

RISE

Since 2015, we have been a member of Kemikaliegruppen (The Chemical Group) at the Research Institutes of Sweden (RISE). It is a platform for chemical knowledge in the textile production chain, for staying updated on chemical legislation and regulations, for communicating chemical requirements to our suppliers and for responding to questions from the media and consumers on this issue. We meet four times annually and share experiences and knowledge with other brands, NGOs, experts in the field and authorities.

→ ri.se

Chetna coalition

The Chetna Coalition is a network of brands, suppliers, and producers with a mutual interest in collaborating on organic cotton growing. Chetna Coalition's primary level of impact is economic sustainability, with a focus on the drivers of shared value. The top priority is to secure and improve the economic sustainability of the Farmer Producer Organization and the raw material production community that grows the cotton. In 2018, we visited cotton fields in Odisha, India to learn more about organic farming and how to support the local communities.

→ chetnaorganic.org.in

Fur Free Alliance

We signed the Retailer Commitment Against Fur agreement by the Fur Free Alliance in 2015. The Fur Free Retailer Program is an international initiative to provide consumers with exact information about a retailer's fur policy, allowing them to make an informed choice when shopping. The program recognizes and supports retailers that have committed to a no-fur policy. Our animal welfare policy states which animal-based materials can and cannot be used by Nudie Jeans and is available on our website.



→ furfreealliance.com

Fairtrade

Fairtrade's approach enables farmers and workers to have more control over their lives and decide how to invest in their future. With a Fairtrade labelled product, people can create change through their everyday actions. A product with the Fairtrade mark means producers and business have met internationally agreed standards which have been independently certified. Farmers and workers have a strong voice at every level of Fairtrade from how they invest in and run their local organizations to having an equal say in Fairtrade's global decision-making. All our organic cotton used in production in India is also FairTrade certified, assuring that the cotton farmers have received a fair payment for the cotton we purchase.



→ fairtrade.se

9. Corporate Social Responsibility

Below are some of the highlights of 2022 within the field of sustainability.

- Free repairs, 2022 we repaired 65,386 jeans.
- When we use virgin cotton, we are proud to say that we only work with certified organic cotton.
- We were ranked as FWF leaders, for the ninth year in a row.
- We had 90% of our supply chain under monitoring.
- Textile exchange, we were placed in the Leading category in the Textile Exchange Material Change Index.
- We mapped all our emissions and water data from our full supply chain following the Greenhouse Gas Protocol for the third year in a row. We have also offset our business full emissions through the U Carbon Offset Platform.
- NPS score in 2020 was 74.5.