

A photograph of two women standing outdoors near a body of water. The woman on the left has long blonde hair and is wearing a grey turtleneck sweater. The woman on the right has curly brown hair and is wearing a dark, patterned, long-sleeved dress. They are both looking towards the camera, with the woman on the right smiling. The background shows a lake and a cloudy sky.

# Corporate Social Responsibility

BOS

BRANDS OF SCANDINAVIA

# Brands of Scandinavia and Sustainability

At BoS we want to contribute to changing our industry for the better. We have the opportunity to make a difference and a responsibility to take that opportunity.

With our new strategy, we have taken the first big steps of a long and ambitious journey and drawn up the roadmap for our work now and in the future.

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Sustainability requires  
continuous work,  
improvement, and  
dedication – something we  
pledge to deliver.

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# Policy Communication

We have developed policies that represent the values of our company. The policies are based on international regulations and guidelines from the UN and ILO.

Our policies are our backbone in our continuous improvement of our supply chain, and we put a lot of effort into ensuring that the policies are understood and implemented in our supply chain. The policies we ask our suppliers to sign, and implement are:

- The BoS Code of Conduct
- Animal Welfare Policy
- Child Labour Policy
- Anti-corruption policy

If you would like to know more about the content of these policies, they are available on our website [www.brandsofscandinavia.com](http://www.brandsofscandinavia.com)

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## **Animal Welfare Policy**

We do not allow animals to be harmed in the name of fashion. The animals for our products must not be exposed to pain and should be treated with dignity and respect according to animal welfare laws and international recommendations.

## **Child Labour Policy**

Child Labour policy includes supplier requirements and instructions on procurement, if a child is discovered working in of our supplier's factories.

## **Anti-Corruption Policy**

No one should abuse entrusted power for private gain. Therefore, all employees of Brands of Scandinavia and our partners must avoid any forms of corruption, including non-monetary forms like nepotism, fraudulent behaviour, conflict of interest or gifts and hospitable behavior.

# Our Materials



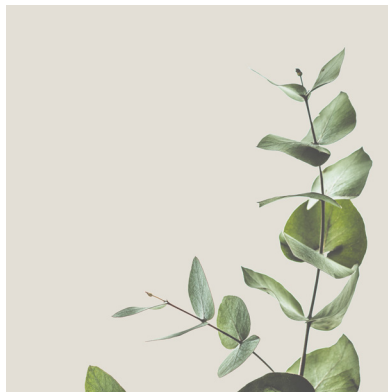
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We want to steadily increase the share of responsible materials in our collections. Our goal is to reach a share of 30% in 2023 and 50% in 2026.

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**VISCOSE** made with dissolved wood pulp from eucalyptus trees. It is made with non-toxic and organic solvents and produced in a closed-loop system which can reuse more than 99% of the water and solvents.



**LYOCELL** is a form of viscose made from dissolved wood pulp, coming from certified sustainably managed forests. It is produced in a closed-loop system reusing more than 99% of the water and solvents, resulting in significant energy savings.



**ECOVERO™** is a viscose made from wood pulp from certified sustainably managed forests. Compared to regular viscose, its production method reduces the energy and water usage by up to 50%.



**ORGANIC COTTON** is farmed, grown, and produced without the use of toxic chemicals and GMOs. This makes organic cotton better for the farmers, the environment, and the consumers.



The **RECYCLED POLYESTER** used in our products is pre-consumer recycled polyester.

The pre-consumer recycled polyester used in our products primarily originates from fabric leftovers from production. A small part is also made from recycled plastic products such as PET bottles.

This leads to a reduction of waste, water, energy, and chemicals compared to virgin polyester.



This garment is made in a **BLEND OF ORGANIC COTTON AND PRE-CONSUMER RECYCLED POLYESTER.**

The organic cotton is farmed, grown, and produced without the use of toxic chemicals, pesticides, and GMOs (genetically modified organisms).

The recycled polyester thread is made from fabric leftovers from production and recycled plastic products, such as PET bottles.



The **RECYCLED COTTON** used in our products is pre-consumer recycled cotton.

This means that it is made from fabric leftovers from production. This reduces the use of natural resources and limits waste.



The **RECYCLED NYLON** used in our products is pre-consumer recycled nylon.

Recycled nylon is made from existing nylon products which are cut up into smaller pieces. These smaller pieces are melted and spun into a new thread.

This leads to a reduction of waste, water, energy, and chemicals compared to virgin nylon.



# Sustainable Development Goals

At Brands of Scandinavia, we work strategically with the four UN Sustainable Development Goals: 12, 13, 5 and 8.

These goals are linked to our business and to our industry.

But they have also been chosen because they cover areas close to our hearts and where we feel we have an opportunity and responsibility to make a real contribution.



# Responsible Consumption and Production



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The nature of a responsible product is twofold. Our products must not only be produced using responsible production methods and materials. They must also be carefully designed with their users in mind, so that they can be worn and used in a considerate and responsible manner.

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Objective:

**Maintain a strategic and thorough system to check for harmful chemicals in our products**

Planned actions:

- Ensure A-suppliers are tested 10 times a year
- Ensure B-suppliers are tested 5 times a year
- Ensure that the remaining suppliers are tested at least once a year

Objective:

**Increase traceability throughout our value chain**

Planned actions:

- Map out Tier 2 at our A-suppliers

Objective:

**Ensure that we design products of good quality with emphasis on longevity and responsibility**

Planned actions:

- Develop an evaluation system for our product team based on their ability to design products using more sustainable materials
- Establish a systematic and thorough quality assessment system

Objective:

**Enable knowledge sharing in our value chain**

Planned actions:

- Conduct yearly training of our product team in fibers and sustainability
- Conduct yearly training of our buyers in sustainable purchasing practices
- Ensure that all A-suppliers receive training in management systems

Objective:

**Increase the use of more responsible materials in our products to 50% by 2026**

Planned actions:

- Reach a 30% share of responsible materials in our collections by 2023
- Reach a 50% share of more responsible materials in our production by 2026
- Switch to polybags made of 100% recycled LDPE

# Climate Action

We have a responsibility to current and future generations to protect and restore our planet. Therefore, we want to ensure that the environmental impact of our products is as low as possible.

Objective:

## **Lower our greenhouse gas emissions (GHG)**

Planned actions:

- Collect data on our GHG emissions at Scope 1 and 2
- Initiate the data collection on Scope 3 in collaboration with our top suppliers
- Perform a Life Cycle Assessment (LCA) of an essential Brands of Scandinavia product
- Objective: Improve waste handling

Planned actions:

- Install a recycling system at our headquarters



# Gender Equality

Women design, make, sell, and wear our products. We work hard to ensure that everyone in our value chain, no matter their gender, have the same opportunities for prospering and living educated, happy, and dignified lives.

Objective:

## **Financial Equality**

Planned actions:

Work with our suppliers to make them offer management training programs/promotion programs to women on the same terms as men, to increase the likelihood of female managers in their factories.

Objective:

## **Women's health**

Planned actions:

- Support the work of "Støt Brysterne"
- Keep supporting Danish Crisis Centres



# Decent Work and Economic Growth

Throughout our value chain we rely on many skilled workers. It is important to us that they are all treated with dignity and in respect to human and labour rights.

Objective:

## **Ensuring a transparent and safe production of our products**

Planned actions:

- Train our local office in Asia in policies and procedures
- Map out production unit per order
- Implement an onboarding policy for new suppliers
- Enforce minimum requirements on new suppliers
- Ensure our suppliers have the necessary audits or self-assessments to ensure the safety of the workers on site
- Train selected personnel in our Asian office in fire and building safety checks



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# Take Care

We care for the garments we design and create for you. If you take good care of your BoS garments, you'll not just make us happy but also help lower their environmental impact.

Follow our tips and tricks below to ensure that your favourite items last longer and have a lower impact on the environment.

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## **Limit washing**

Give your clothes a second chance before washing them.

When they do need to be washed, choose shorter programs to lower friction, tearing of items, and reduce energy usage.

## **Air dry washed items**

Air dry your items. If you can, hang them to dry outside in the fresh air.

## **Wash at low temperatures**

Save energy by washing at lower temperatures. Remember that the number on the care label indicates the highest, and not the recommended, temperature.

## **Ditch the fabric softener**

Fabric softener contains chemicals that are not healthy for the environment, you, or your clothes. It can deteriorate a fabric's absorbent qualities, it contaminates our waters, and its added scent can cause allergic reactions.

## **Follow the care label**

Always check and follow the care label hidden on the inside of your garment when washing, drying, or ironing your clothes.

## **Use a washing bag**

Some items are made of a delicate fabric or with intricate details. Wash these in a special washing bag to protect them from tearing or breaking.

Items made of polyester, acrylic and nylon can release microplastics into the water. Luckily, there are washing bags like Guppyfriend® that collect the microplastics and avoid it from entering our waters.

## **Use better detergents**

Choose fragrance-free and allergy certified detergents to limit chemicals.

## **Mend holes and tears**

Over time, you might experience holes and tears in your clothes. Instead of disposing your items, pull out your sewing kit and mend the flaws.

If they cannot be saved, turn them into something new or hand them in at a take-back station.







BOS

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