

Fair Action

Blusar och blåmärke

Three years ago we intensified our work regarding the social responsibility in our supply chain. We realized that to be able to drive this work and improve the situation we need to reduce the number of factories working for CELLBES and create a system where we are able to follow up how much each factory is producing for us. This work has resulted in us reducing the number of production units with more than 60 percent since end 2020. In our sustainability report we have high-lighted the risk of violations of human rights and have mentioned discrimination as one example. In our next report we will add gender based violence and harassment (GBVH) to clarify the risks.

Since we are a relatively small company we decided to join Amfori BSCI where we can work together with other companies regarding social responsibility and human rights. Through Amfori both we and our production units get training. Audits are made regularly at each factory. Beyond checking safety, wages and routines the auditor also makes interviews with both workers and management. We are informed where improvements are needed. For example we know that around 10% of our production units are lacking routines and policies regarding discrimination today. We follow up their improvements closely. We also know that all the factories we are working with have a grievance mechanism but 30% of the them need to improve their follow-up and routines regarding this. We have not specifically mentioned this part in our sustainability report but we will add it for next year.

Amfori has improved their work regarding (GBVH) and has signed WEP, woman empowerment principles (UN women) and they have newly started a program called Women Empowerment. Amfori has also strengthened their stakeholder advisory council with gender experts, for example UN Women. BSCI-audit area as PA4 is inspected – discrimination, and sexual

During an AMFORI BSCI inspection at the factory, discrimination is audit. They also audit whether there is sexual violence and gender based harassments. The owner/leaders of the factory must be able to prove that amfori BSCI cod of conduct and complaints shall be possible without risk for the individual to be pointed out or get blamed.

We understand the point that audits aren't the most effective way to prevent GBVH and will take that into account when improving our work. Still we think audits are an effective way to see where improvements need to be done when it comes to many other areas included in social responsibility. For example safety, wages and routines. We also think it's a strength to work together with a big organization.

As mentioned we have focused on consolidating our supplier list and on increasing the number of production units that are members in Amfori BSCI. Two years ago 50% of our production units were members. Today we have all the factories in risk countries on board which we think is a great improvement. We are transparent that we still have many improvements to make.

Again – we welcome studies like this to show us and other brands where we need to improve.