

A close-up, soft-focus photograph of several grasses with pink and white seed heads. The grasses are the central focus, with their delicate, feathery structures clearly visible. The background is a blurred mix of similar colors, creating a dreamy, natural atmosphere.

sustainability report 2020

ginatricot

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introduction

about gina tricot

Gina Tricot AB is a fashion company that sells women's fashion in many forms: clothing, jewellery, accessories, cosmetics, children's wear, and home décor. The company was launched in Sweden in 1997 and now has stores in Sweden, Denmark, Finland, and Norway.

An additional 26 European countries are served by e-commerce sales. Gina Tricot also sells products business to business.

The company's head office is in Borås, Sweden, which is also the location of central functions, including design, purchasing, IT, logistics, construction, business development, and warehousing.

Gina Tricot is subject to the Swedish Annual Accounts Act provisions on non-financial information. We have chosen to report in accordance with the Global Reporting Initiative, GRI Standards, and the report is issued by our board. This is our eighth sustainability report prepared in accordance with GRI guidelines.

highlights of our actions towards a more sustainable business:

- 61 % of our fabrics were produced in more sustainable materials¹
- Launched vintage garments in store
- Teamed up with Gemme Collective for online rental
- Introduced paper bags for our online customers

¹ A product that we classify as more sustainable needs to be made from a minimum of 50 % more sustainable fibres. The fibres we use and classify as more sustainable are Better Cotton, BCI, EcoVero®, Organic Cotton, Polyana®, TENCEL®, recycled fibres, and regenerated fibres from producers with the highest ranking in Canopy's Hot Button report.



Family of Gina campaign



the year in brief

Despite the current world situation, Gina Tricot has managed to remain on track and has pushed forward its sustainability work. Our aim is to do consistently better business each year, and to offer customers new and more sustainable alternatives in their fashion shopping.

After 2020, we will probably view the world differently, and shop differently; it is our job to be a part of the continuous transformation of the fashion business into something better. We also believe that the effects of recent times have made these principles even more important to our customers.


For us, it is essential to continuously challenge our business proposition. We need to be more sustainable every day and innovate our business model. Our customer demand is always our guiding star, but in terms of sustainability matters, we also recognise the need to guide and inspire customers by always giving them new and more sustainable shopping options for fashion.

In 2019, we launched our rental service, which received a very positive response, and in 2020, we expanded this service and made it digital by partnering with the Gemme platform. In 2020 Gina Tricot also introduced our first-ever

vintage sales in stores together with Beyond Retro. The two initiatives are ways to shift traditional thinking by striving to make our own business model more circular and challenge customer shopping behaviour.

Our sustainability commitments are top of mind throughout the Gina Tricot organisation. These commitments demand a great deal of our products, production, and the effect we have on our planet, as well as the people affected by our value chain. For the future, our focus is on circularity, climate impact, and transparency. We want to be a part of the world's transformation into amore sustainable society.

I'm proud to acknowledge the improvements that are happening in every part of the organisation. This business culture sets tough requirements, but every new achievement brings us closer to our honouring our commitments. Nevertheless, we need to do more – and that's precisely what we intend to do.


Ted Boman,
CEO Gina Tricot

our responsibility and actions relating to covid-19

In 2020, the world as we knew it was turned upside down in many ways. At the time of writing, the Covid-19 pandemic has had a tremendous impact – not only globally, but also for Gina Tricot and our business.

responsible buying

Gina Tricot took a very early stand when it came to cooperative responsible buying; our view has been that we are all in this together, and we need to handle and resolve this situation together. We maintained daily communication with our biggest suppliers during the entire period.

We did not interrupt production as a result of the pandemic, unless the production facility was under lockdown. We kept buying as we had promised and, looking back, we know that this position made us stronger.

Our position for mitigating the effects of the pandemic:

- No unethical cancellations of orders; mutual solutions with suppliers instead
- Delivery extension allowed as requested from suppliers
- On-time payment upon purchase order

impact in the supply chain

For the safety of our colleagues, we paused all our supplier visits and implemented total travel restrictions depending on the pandemic situation in each country. This meant that we were temporarily unable to carry out social audits or quality inspections. We focused fully on increasing workers' safety and health in their respective workplaces.

As a result of national and regional recommendations and regulations, some of our suppliers were forced to close production facilities temporarily. This had a huge impact on workers worldwide. In addition to dealing with health risks due to a lack of preventive measures, many struggled with financial uncertainty as employers could not keep businesses and factories in operation. We recognise the enormous impact of Covid-19 on the millions of workers in the supply chain who were subject, for at least some time, to great economic uncertainty.

Some of our actions in the supply chain during this pandemic were as follows:

- Close discussions with worker participation committees
- Close dialogue with our suppliers digitally to manage all emerging issues linked to workers' safety and health, production, and general compliance
- Online meetings and training sessions for suppliers, covering topics such as health and safety and workers' rights during the pandemic
- Monitoring and follow-up of wage payments
- Information campaign together with amfori BSCI and the Accord for suppliers, including training and posters in factories
- Support for suppliers via tools such as a Covid-19 checklist, self-assessment, and a crisis management system
- Control of appropriate Personal Protective Equipment (PPEs) such as facial masks, where applicable
- Advice to suppliers for modifying sewing lines and dining areas to increase social distancing

- Advice to suppliers for establishing hand-washing sanitation stations
- Reallocation of our UNICEF funding to support the foundation's Covid-19 work in Bangladesh

During August 2020, we partially resumed visits to suppliers, and our regular audits continued while we also monitored the health and safety situation for our employees. The situation is still uncertain, and we plan to continue combining onsite visits with online audits and digital interviews.

responsible employer

All of our working methods had to be reviewed to ensure compliance with the recommendations of the Swedish National Board of Health and Welfare. We closed our head office as soon as we could and recommended that all employees work from home, if possible. The stores in Denmark, Norway, and Germany were also closed for a certain period.

Gina Tricot followed the applicable government regulations of all countries.

Reduced sales forced us to introduce short-term work in the

stores and headquarters from the end of March until June. All company employees have been informed about how to maintain good hygiene and social distancing to avoid spread of the virus. We strive to update our employees continuously with information about the situation related to the pandemic, frequently through our internal app. For more information on how we as an employer handled Covid-19 see page 24.

sales impact

From one day to the next, our sales dropped by 60 % in total. In March 2020, our stores in Germany and Denmark were closed due to national restrictions. Our stores in Norway, Sweden, and Finland remained open, but with reduced opening hours.

As for many other companies, the shift of sales from physical stores to online was quick. Garments that were supposed to be sent to our stores were sold online instead, so that during this period our online sales increased by 103 % and during the whole of 2020 our online sales increased by 72 %.

Due to the impacts and consequences of the virus, Gina Tricot decided to close all stores in Germany, which affected 57 employees for 9 stores.

We could see that in crisis, the world needs to come together and unite to solve global issues. This is also what needs to be done to reach the UN Sustainable Development Goals. We hope that as we emerge from the pandemic crisis, we all have learned that we are in this together, and that the time to act is now.

Martina Svensson, HR Business Partner

gina tricot's sustainability commitments

We are determined to be part of the solution. By 2028, we commit to ensuring the following:

- All our products will be made from more environmentally sustainable materials that are
 - Produced in a more sustainable manner
 - Designed for a circular economy
- All our products will be transported in a sustainable manner
- By 2028, our business will have decreased our climate impact by a minimum of 50 % compared to 2018 (scope 1-3)

For Gina Tricot and the fashion industry as a whole, our future success within sustainability will depend on close cooperation with our partners – both suppliers and experts. We must also support and remain involved in scientific research and product development. We want to be part of making the fashion industry more sustainable by setting tough commitments and pursuing dedicated efforts that permeate our entire organisation.

progress on our sustainability commitments

- Products made of materials that are more environmentally sustainable: by end of 2020, we had more sustainable materials in 61 % of our products
- Products produced in a more sustainable manner: we started mapping climate and water data at our key suppliers to set targets and improve production
- Products designed for a circular economy: we challenged ourselves with new circular business models such as rental and vintage products
- Products transported in a sustainable manner: we continued to increase the more sustainable transport option of shipping by sea, which now makes up 53 % of our product deliveries



people

- Production strategy
- Marketing strategy
- Employment strategy
- Women's empowerment strategy
- Water strategy



planet

- Transportation strategy
- Packaging material strategy
- Expansion strategy
- Water strategy
- Climate strategy



sustainable development goals leading the way

The SDGs are a collection of global goals adopted by all UN Member States to achieve a better and more sustainable future for all by 2030. Each goal is either directly or indirectly relevant to Gina Tricot.

Our pinpointed SDGs are leading the way towards better business practices, and our efforts towards 2028 commitments are guided by the following strategies within each area.



product

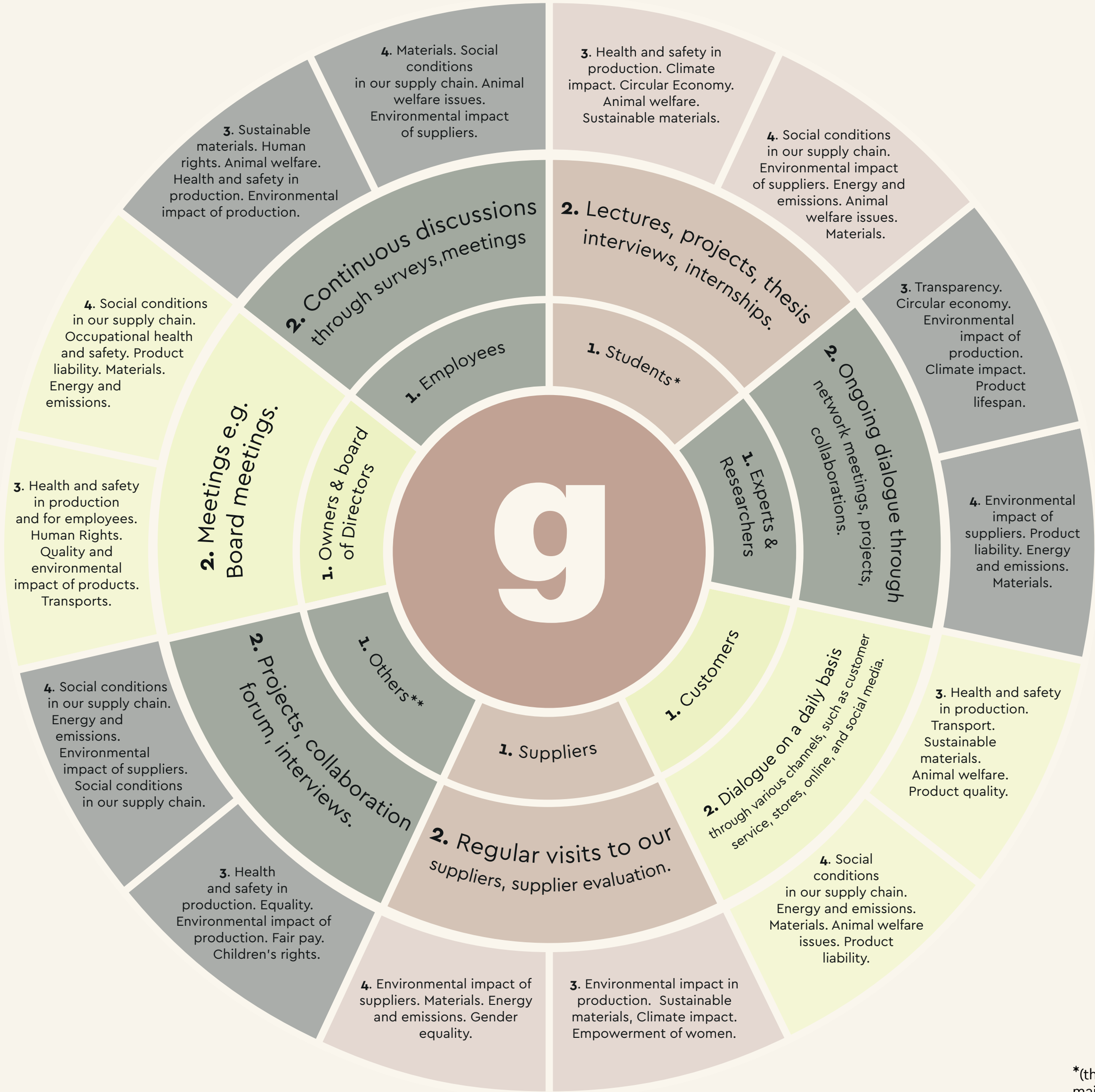
- Production strategy
- Product strategy
- Material strategy



stakeholder engagement

By communicating actively with our stakeholders, we can focus our sustainability efforts and gain insights as to whether we are heading in the right direction with our work.

The illustration presents our key stakeholders; how we communicate with them; the topics they consider to be most important; and how we address these topics.



*(through enquiries and comments, mainly through social media) **(governments, media, NGOs)

interview with emelie gustafsson maistedt

Emelie Gustafsson Maistedt, founder and CEO of Gemme Collective, offered some insights and thoughts about fashion and sustainability.

What is sustainability to you?

For me, sustainability is when you have more than your own interests in mind; when you care about people, the planet, and animals. Sustainability is not only about caring for the environment. It is also about labour – how people are working and living. It's about research and development for a brighter and more sustainable future, and of course it's about being financially sustainable (if this doesn't happen, that bright future will never happen).

Sustainability in the fashion industry is about taking care of the people working there: farmers, factory workers, seamstresses, retail staff. It is about designing and producing a sustainable product that will last a long time and that can be worn and used many times, rented and shared, and sold again as pre-loved. It's about products not containing microplastics, carcinogenic substances, endocrine disruptors and such, and it's about developing your business to be long-lasting without harming people, the planet, or animals. Sustainability is to care about what we already have.

Which sustainability issues do you find are most important?

Overproduction and recycling of textiles. If we produced fewer garments but with better quality, we could use the products longer and save a lot of resources. Production makes up 60 %

of the emissions in the fashion industry, where 30 % of the finished products are never sold and often end up in a landfill. We could easily decrease production by 30 % and thereby decrease emissions. At the same time, we would have 30 % less to recycle. Today there is no scalable way to recycle textiles and fashion, because most of the products contain mixed materials. Trying to recycle a blended-fibre fashion item is like trying to unbake a cake by separating the flour from the eggs, butter, and milk. It's very difficult.

What would you say are the main challenges that face the fashion industry?

The biggest challenge is of course to make the whole industry climate neutral, or even better, climate positive. To get there, we must change the way we consume fashion. The fashion industry must study other industries that have reinvented the way their consumers access their products and draw inspiration from that. Look at what Spotify did to music accessibility, Netflix to movies and series, Uber to cars, and Airbnb to housing. The fashion industry has to unlock access to fashion in more ways than just linear production and ownership – we must go circular and sustainable.

And what are the main challenges for Gina Tricot in this regard?

I would say the challenges are the same as for the rest of the industry. Specifically, I think one way forward is to use mono-

materials, eliminate new polyester made from crude oil, and so forth. Teaching the consumer to pay a little bit more for better quality, which in turn means that the product can be made of better materials, means that the product will last longer. This is the process to becoming naturally more sustainable.

Tell us your top three things for us to focus on during 2021 to be a positive force.

1. CUSTOMER NEEDS. Do customers really want to OWN all their products? Does the customer really want only NEW, as in newly produced products? We must hold the customer's hand and make it easy for everyone to consume sustainably!

2. Use what you have. Use old collections, garments, and returns to create new collections.

3. Walk the talk. A lot of companies claim they are sustainable, but only by offering organic cotton. At the same time, they don't pay a living wage to the factory workers. Be a leader and role model for the industry and really make the changes that you can!

And our customers – what can they do to be more sustainable?

1. Shop for and buy only what you love
2. Share fashion with your friends
3. Sell what you don't use

Sustainability is not only about caring for the environment. It is also about labour – how people are working and living. It's about research and development for a brighter and more sustainable future, and of course it's about being financially sustainable.

Emelie Gustafsson Maistedt



Emelie Gustafsson Maistedt, founder and CEO of Gemme Collective

people

People are at the heart of everything we do, and we want to have a positive impact on everyone who is affected by our business – from the farmers who grow the cotton to the customers who buy our products.



Factory Zhejiang Tongxiang Xinqianxi Fashion Co., LTD

fair production

Ever since Gina Tricot was founded, one of our core values has been always to be on the "good side". We believe in doing business in a good way, with fairness for all involved.

Action – through local presence, personal supplier visits, and seeing manufacturing processes with our own eyes to ensure that employees' working environments live up to our standards – is the key to our social sustainability work in production.

Our sustainability staff based in production countries work daily in close collaboration with our suppliers. This allows us to go deeper into the supply chain, make visits further down the chain, and take faster action to address the issues that we find there. This is an ongoing job, and we will continue to visit and work to improve the production situation further down the supply chain. We strive to ensure that every worker in our supply chain is respected, feels safe, and is financially secure. Our measures for achieving this include:

- General Agreement and Code of Conduct, mutual contractual agreement with suppliers
- Regular third-party audits by amfori BSCI to set the base-line and minimum requirements
- Regular Gina Tricot audit visits, both unannounced and announced, to make sure that our own standards are met
- Collaboration with stakeholders for long-lasting improvements in the supply chain in various areas such as women's rights and workplace safety

Supplier status

	Number of suppliers	Number of production units	Number of amfori inspections completed	Number of follow-up visits by Gina Tricot
2020	53	100	53*	111*
2019	58	116	71	194
2018	61	103	79	305

Number excluding external brands

*Significant decreases in third-party audits and Gina Tricot visits are due to Covid-19 and travel restrictions in production countries.



Since 2013, Gina Tricot has been a member of the Accord on Fire and Building Safety in Bangladesh (the Accord). The Accord provides factory inspections, monitors remediation, carries out safety training, and resolves safety complaints. Through the Accord, we are committed – together with all our suppliers in Bangladesh – to improving building, fire, and electrical safety in factories.



Since 2008, Gina Tricot has been a member of amfori BSCI, one of the world's largest organisations for ensuring systematic, independent supply-chain auditing. amfori BSCI is based on 13 principles covering areas such as child labour, forced labour, fair remuneration, decent working hours, and discrimination. Through amfori BSCI, our suppliers are regularly audited, and remediation plans are established to help them improve. Find more info at amfori.org.

transparent supply chain

Transparency is highly prioritised within Gina Tricot. For us, it's not only about taking control over the supply chain from a social perspective; we also believe that transparency will guide customers' buying decisions.

On our website, we present the supplier and production unit for every one of our products, and we also publish a list of all active suppliers [here](#).

Years ago, we began mapping all our suppliers and downstream suppliers. We are committed and dedicated to building full transparency throughout our entire supply chain down to raw-material level. Today, we have full transparency in our supply chain for the sewing, washing, printing, dyeing, cutting, and packing units, as well as all fabric and trim suppliers.

Another way to improve control over the full production chain is to nominate downstream suppliers for third-party certification. Some fibre producers have also been nominated by Gina Tricot.

In mid-2020, reports emerged about potential forced labour in China's XinJiang region. As a result, Gina Tricot investigated its total supply chain globally, and temporarily redirected sourcing from this region.

During 2020, Gina Tricot achieved the following:

- Worked exclusively with nominated label suppliers
- Mapped all our viscose producers
- Started mapping all our cotton origin
- Increased the number of organic cotton certified styles, leading to transparency to farm level
- Nominated trim suppliers



our production
– 2020

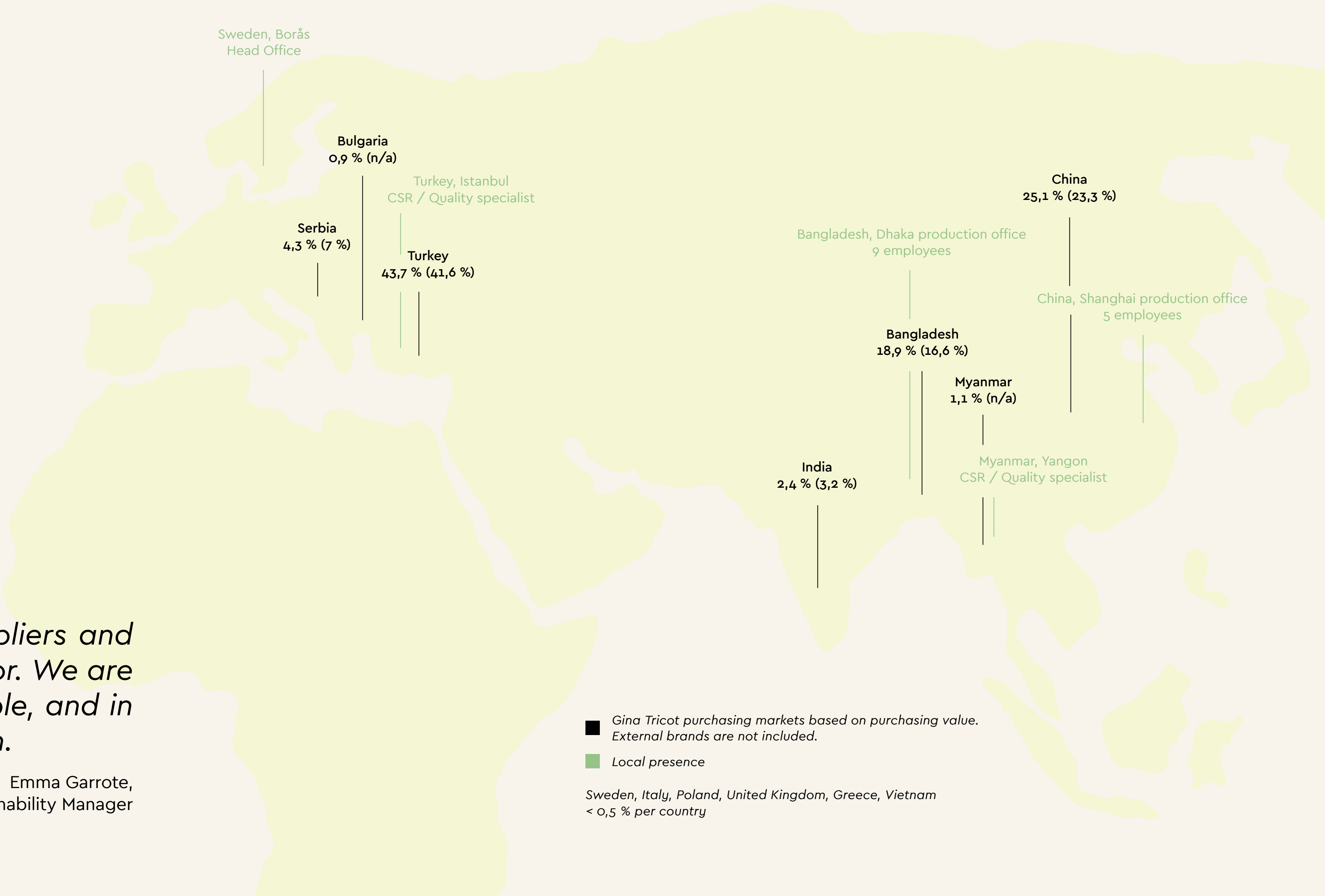
Gina Tricot does not own any factories. All garments are made by independent suppliers. For years, we have striven to limit the number of suppliers; fewer suppliers means stronger partnerships and mutual goals, not least in the area of sustainability. During 2020, Gina Tricot placed more than 90 % of its buying value with 20 suppliers. These suppliers are our key business partners; we have worked with many of them since the start and we have grown together. We share the same goals and values.

close to gina tricot

Gina Tricot's main production market has always been Turkey and countries close to Turkey, such as Serbia and Bulgaria. 2020 was no different: almost half of our production in total took place in European countries and Turkey. Production in close markets has many benefits, such as shorter transport distances, shorter overall lead times, more flexibility and, above all, the ability to make decisions about the product as late as possible and avoid overproduction.

For Gina Tricot, proximity to our suppliers and production units is a key success factor. We are able to place orders as late as possible, and in this way we can avoid overproduction.

Emma Garrote,
Global Production & Sustainability Manager





Factory Zhejiang Tongxiang Xinqianxi Fashion Co., LTD

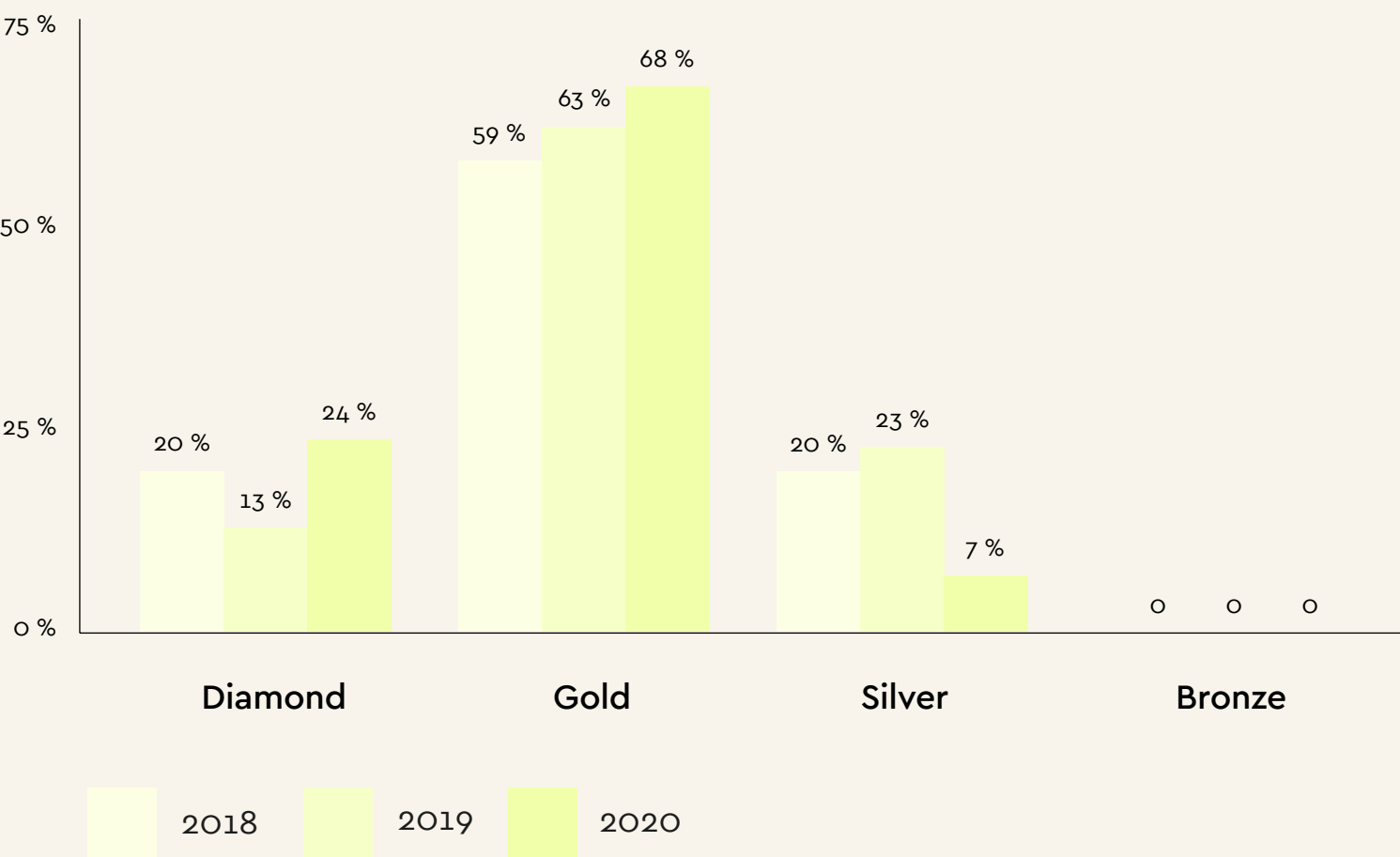
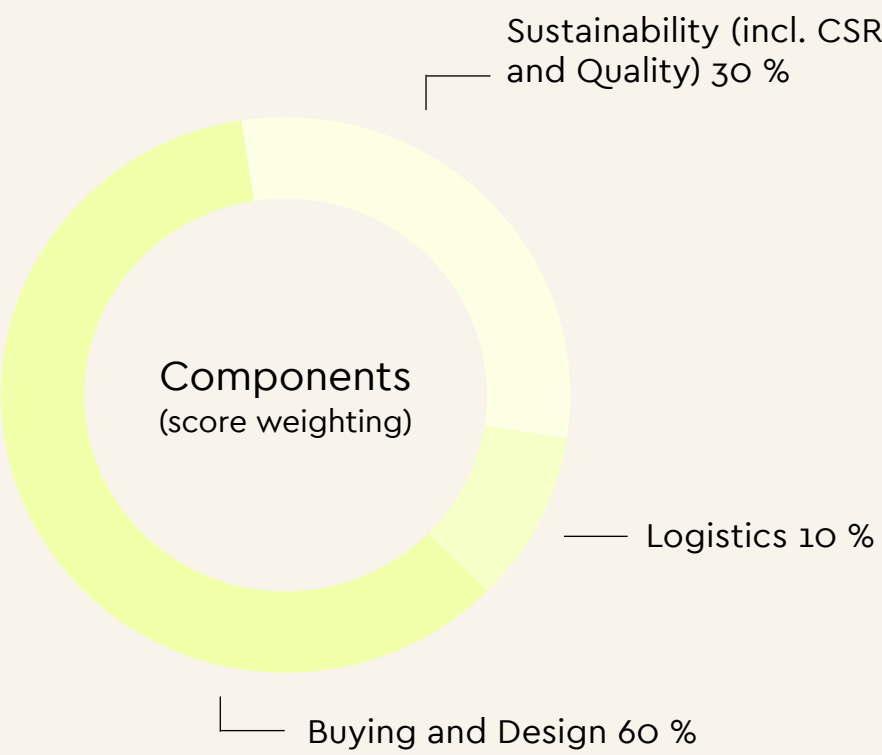
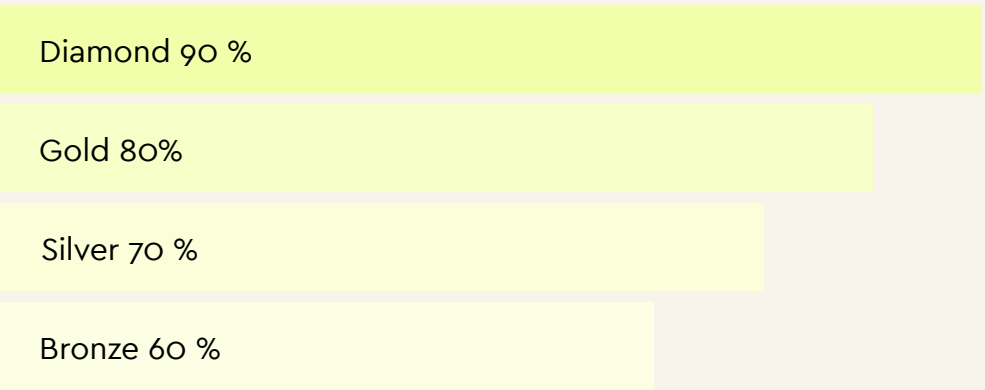
supplier evaluation

Each year, Gina Tricot suppliers undergo an internal supplier evaluation.

The evaluation consists of three components: buying and design, social and environmental sustainability, and logistics, each of which determine the final score. We request that all suppliers with lowest status submit an action plan for improvement in chosen areas, and we carefully monitor their progress. Our intention is to help and support suppliers in achieving a higher level, but it is important to ensure that our suppliers share our vision for improvement.

In September 2020, a boiler explosion caused a fire at a fabric supplier facility in Turkey. Two workers were injured. We worked together with the supplier and helped to establish new routines for information handling during incidents such as these, as well as stricter internal routines for boiler monitoring.

Score level



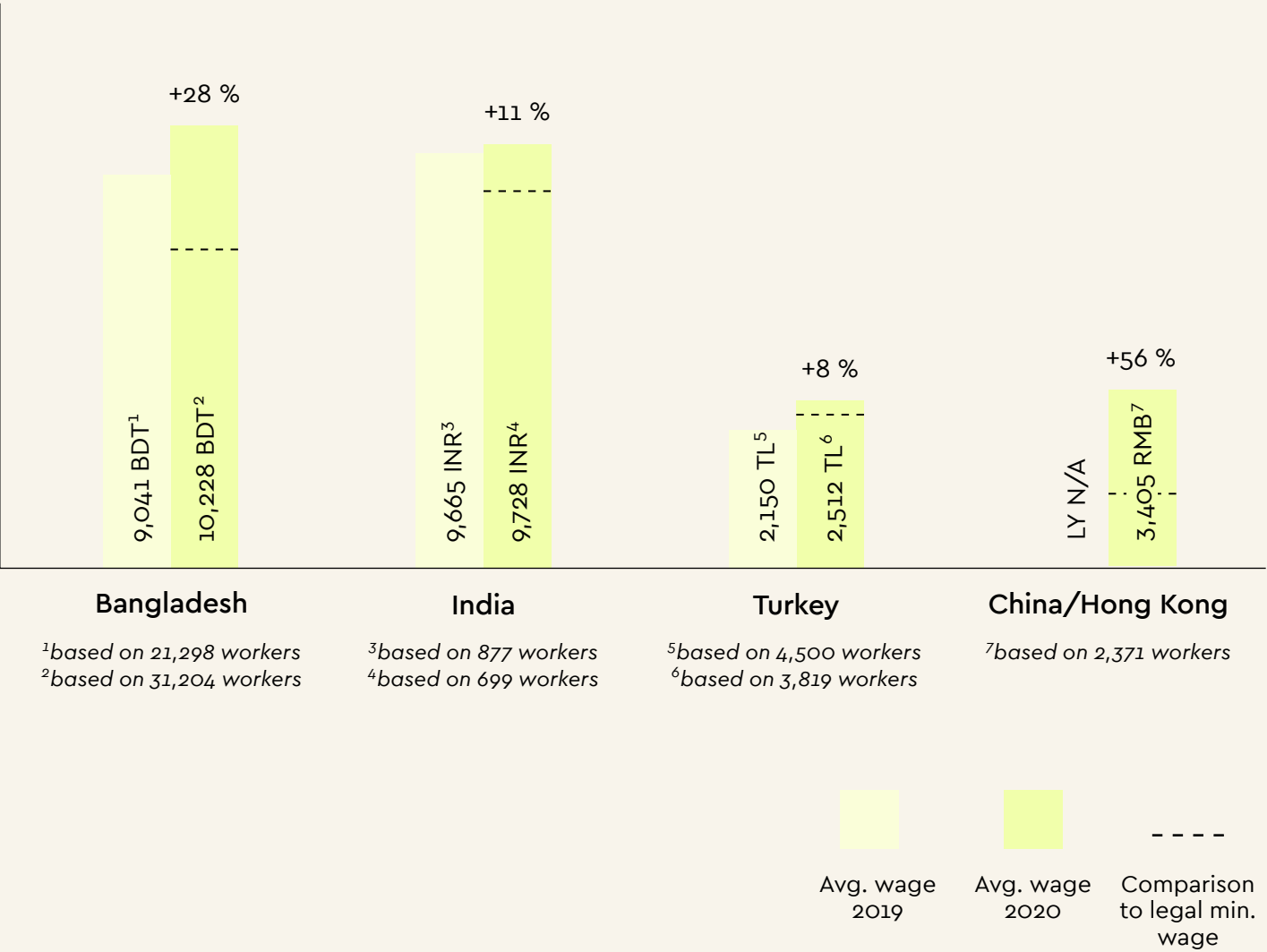
fair remuneration

Unfortunately, for many workers around the world, fair remuneration is not a given. In order to improve, we first need to measure and get precise information about the situation. We have completed wage-data collection for all our first-tier suppliers during 2020.

We intend to examine these figures and results during early 2021 and look at how we can make a positive impact on wages paid.

According to our code of conduct and local legislation, our suppliers are obliged to pay at least the country's statutory minimum wage to their employees. Unfortunately, the minimum wage is rarely enough to cover a worker's basic needs. We are aware of the issues and are trying to be a positive force, together with amfori BSCI and our local representatives, to improve the situation and create a shift in the industry.

Average wage compared to minimum wage





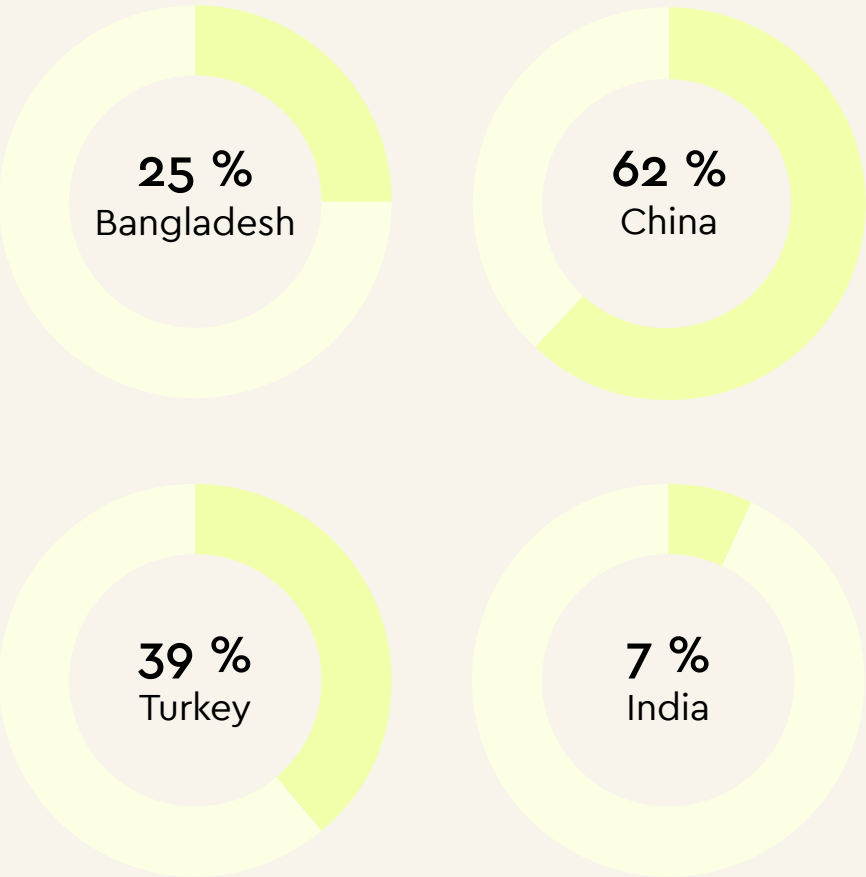
Factory Zhejiang Tongxiang Xinqianxi Fashion Co., LTD

empowerment of women

As a value-driven company – by women and for women – empowering women is an ever-present and top priority. Gina Tricot strives to contribute to a fair, humane, inclusive, equal, and inspiring workplace.

As a part of amfori BSCI, partnering with UNICEF and collaborating with UN Women, we are joining forces with other brands and engaging not only with suppliers, but with governments as well to push legislation in the direction of greater equality.

Female workers in supervisor and management positions among suppliers*:



women in production

To expand economic growth, promote social development, and enhance business performance in a country, a key factor is to involve women in full and productive employment. Helping women to earn an income in developing countries is many times the same as giving women a voice and the possibility to contribute to decision making in the family and in society.

An important subject within the area is to highlight the importance of female leadership. We have mapped all our first-tier suppliers in relation to the number of women and men in production, but also the number of women in managerial positions. The goal is to work proactively to increase the number of female managers in production countries by closely monitoring the value of this KPI and driving an increase through close discussions with our suppliers.

mothers @ work

10 % of Gina Tricot's suppliers in Bangladesh are enrolled in the UNICEF Mothers @ work programme, which provides female employees in Bangladesh with increased information about health, including sexual and reproductive health and pre- and postnatal health.

The enrolled factories that work according to the project are investing in women's health; securing equal opportunities for both women and men will have a positive effect – not only for the factory itself, but also for society. Other expected benefits include a reduction in absence and staff turnover, which will improve productivity and contribute directly to decent work conditions and economic growth.

*We have noted significant differences among our production countries. We need to analyse these differences in more detail and determine our actions in this regard.

meet two of our brilliant female leaders in production

Aysel Aslan – owner of Alfa Agency, Gina Tricot's longstanding agent for denim in Turkey. Denim is one of Gina Tricot's strongest departments, and more than 50 % of our denim is made in Turkey, so it is important to have reliable and strategic partners there.

How has sustainability work changed in the past 10 years?

Ten years ago, the standards that brands wanted manufacturers to fulfil mostly involved sustainability of materials and working conditions in the factories. Today, the leading denim producers in this sector invest to achieve more environmentally friendly production, using less energy, water, and chemicals. They even compete in this area.

What was your major concern back then compared to now?

Ten years ago, we tried to introduce organic cotton in our denim fabrics. Today, more sustainable materials are a given, and we are working on sustainable production techniques and technologies while preserving the comfort and appearance of our denim.

The buying discussion has also changed. Back then the main decisions were about fabric information and price. Nowadays, it is much more important for styles to be produced in a sustainable way rather than focusing only on whether the look

and price are good. It's very interesting to look back and reflect on this change.

Has the position changed for women in production during these years?

Women have increased their participation in the workforce in the last 20 years. The share of female employees in companies has increased quite a bit, to almost 50 %. In addition, the proportion of women working in offices and managerial positions has increased significantly in recent years. This is because more women have entered higher education compared to 20 or 30 years ago.

What is your vision for the future of denim production?

We will continue to work on more environmentally friendly technologies and innovations. Our mission should be to encourage everyone in the industry to contribute to a better global environment by using the best available techniques for production and supporting working people and institutions. This is the road to a better world for all of us.



Aysel Aslan, owner of Alfa Agency in Turkey

Jessica Qui – co-owner together with her husband of D&J (David & Jessica), and four factories in China. Gina Tricot and D&J have worked together for the past seven years in the area of light woven fabrics, for garments such as blouses, dresses, and skirts.

How has the area of sustainability changed in the past 10 years?

When we started working with Gina Tricot almost 10 years ago, sustainability was mostly about the fabric types that we used for the products and good social conditions for the workers in our factories. Most fabrics then were made from conventional materials; some products were made from more sustainable materials, but far from all of them. In recent years, we made a lot of changes and sustainability is involved in everything we do at our company. Almost all the fabrics that we use today are made from more sustainable materials. We are proud to be able to lead the change and we hope to inspire many other brands to follow in our path.

What was your major concern back then compared to now?

Today, we are much more concerned about the world's environmental status and limited resources. All our production processes must be questioned and improved all the time, in pace with new innovations and new technology. I have children and a family, and I want to be proud of what I leave behind.

Has the position of women in production changed during these years?

Yes, it has, and I must say that this is a very important topic! Looking back a few years, women were mostly represented in the “easy” parts of production where the salary is lower. But now I see a big change, and women participate in higher levels of management with decision making and strategy work. It's also important because women are very often the driving and prioritising force in sustainability-related questions. I can say with pride that the position of women has been improved, and I can see many positive effects of this change.

What could we do better today?

Our work with sustainability is ongoing and we keep improving day by day. We focus on maintaining and improving good conditions for our workers as well as ensuring that we do all we can to produce with as little environmental impact as possible.

What is your vision for the future?

I hope more and more brands can focus on sustainable development strategies, and that we can inspire others to follow. I picture the world as a global village, and everyone has an obligation to protect our living home.



Jessica Qui, co-owner of D&J in China



women empowerment principles



Gina Tricot has signed the United Nations Women Empowerment Principles (WEPs) as part of our commitment to promoting gender equality and women's empowerment in the workplace, marketplace, and community.

The WEPs are a set of guidelines established by the UN Global Compact and UN Women. Gina Tricot started to implement the WEPs during 2020 and these principles guide us in working actively and achieving greater gender equality.

Through our amfori BSCI membership, we are also joining the WEPs Activator Programme as part of the amfori Gender Task Force. The Activator Programme is a 10-month journey to advance gender equality in our company through training, peer learning, and individual mentoring. We will apply the principles and experiences in our own business and to the greatest extent possible in our supply chain, starting with our first-tier key business partners.

The WEP principles

1. High-level corporate leadership
2. Treat all men and women fairly at work without discrimination
3. Employee health, well-being and safety
4. Education and training for career advancement
5. Enterprise development, supply chain and marketing practices
6. Community initiatives and advocacy
7. Measurement and reporting

Gina Tricot and UN Women Sweden, our partner for the past three years, highlighted International Women's day together with our customers through an event in our Stockholm concept store. UN Women representatives spoke about their work for an equal world, free from discrimination and violence against women and girls. During the event, 20 % of the sales proceeds went to UN Women and their work to empower women.

lou dehrot seated jeans

The fashion designer Louise Linderöth had a dream: to research jeans design in relation to a sitting position. In collaboration with Gina Tricot, she launched an online collection in November 2020.

The collection includes garments that are deconstructed to follow body contours in a sitting position, because sitting down a long time in jeans that are made for standing positions is often very uncomfortable. Sitting in a wheelchair designed for the best possible manoeuvrability and ergonomics involves a sharper sitting angle, so that the upper body leans forward when the user propels the chair forward with the arms, and the feet are placed on an elevated foot bar.



Having the perfect everyday jeans has been such a big deal for me, for feeling "normal" and "worthy", and not feeling excluded from wearing the most fundamental garment in any wardrobe. I wanted to give this possibility to others in similar situations, and that's what this collaboration is all about.

Louise Linderöth





the future of our children

Gina Tricot has an impact on children through our business in many ways, either directly or indirectly. We are conscious of our impact and careful when advertising our products. All of our children products are unisex, and we are taking clear stands against gender stereotyping as well as the sexualisation of children.

We also recognise the part that we play in the local communities where our goods are produced. In our code of conduct from amfori BSCI, we commit to zero tolerance for child labour, as well as strict rules for young workers' safety and appropriate tasks and hours.

Together with our collaborative partners, we strive to have a positive effect on each child's life. By funding social investments such as the United Nations Children's Fund (UNICEF) and the World Childhood Foundation, we support the great work that these organisations are doing.

unicef



UNICEF works to preserve children's rights, protect the rights of every child, help children fulfil their potential, and improve the lives of children and their families. Gina Tricot has been a close collaborator with UNICEF in Bangladesh since 2009, and this continued during 2020.

When the Covid-19 pandemic reached Bangladesh, we rapidly reallocated our support to UNICEF to focus on related measures according to the following focus areas:

- Nutrition – focus on detecting severely malnourished children, the number of which is likely to increase during the pandemic
- Hygiene – focus on urban water supply and waste management for prevention of pandemic infection and spread
- Child protection – focus on support for children released from child development centres. Due to overcrowding in the centres, many children were released and instead followed up by social services.

The current UNICEF programme funded by Gina Tricot has been running since 2016 and will continue after our allocated Covid-19 funding has ended. The goal of the programme is to

give 150,000 children and caregivers in targeted urban areas improved access to health, nutrition, water and sanitation, and educational services, and to feel more protected and empowered to participate meaningfully in decisions that affect their lives. The programme serves women, family members, and adolescent girls at a local level.

better business for children

During 2020, another 20 % of our suppliers in Bangladesh were also part of the children's rights and business programme Better Business for Children, initiated by UNICEF. This now means that 40 % of our suppliers have gone through the programme. Our suppliers participating in the project commit to the following:

- Develop and implement industry-leading maternity rights, policies, and practices
- Improve the health and nutritional status of workers and their children
- Develop and implement industry-leading water, sanitation, and hygiene policies and practices
- Introduce industry-leading policies and practices that support lactating women workers.



world childhood foundation



Gina Tricot has supported the World Childhood Foundation since the introduction of our children's wear line in 2019.

World Childhood Foundation is a children's rights organisation that works to prevent violence and sexual abuse of children. Childhood was founded in 1999 by H. M. Queen Silvia of Sweden. Its vision is to ensure that all children have a safe and loving childhood, free from violence, exploitation and sexual abuse, in a world where such practices are not tolerated.

Read more at ginatricot.com

the heart of gina

Employees are the most valuable part of Gina Tricot. 2020 was a different year for all our employees, due to Covid-19 pandemic. Gina Tricot was forced to change its way of working and adapt work routines at our head office and in the stores. We also had to review our travel security and visiting routines. We followed the public health authority's advice and restrictions, as well as our own routines and guidelines for the health and safety of our employees. Gina Tricot also followed the applicable government regulations of all countries. It was a big change, and no one was prepared for it.

Covid-19 was the central factor in our daily work to support our employees, when some worked from home and were laid off and some struggled with practical tasks of ensuring a corona-safe work environment. Support took various forms, such as communicating Q&As and checklists with updated information, advice on maintaining good hygiene in the new "Corona society", and supporting managers with information.

2020 was a challenging year, but because everyone took responsibility and maintained good communication, we created even stronger bonds with each other.

investing in our future

During autumn 2020, we prepared Gina Tricot Academy, which will be launched in spring 2021. The Academy will include pre-boarding and onboarding processes and courses to help all employees reach their potential, wherever they are in the company.

as a guiding star for everything we do, we have our culture and corporate values:

passion & commitment

We have passion and commitment for everything we do. We love our job!

teamwork

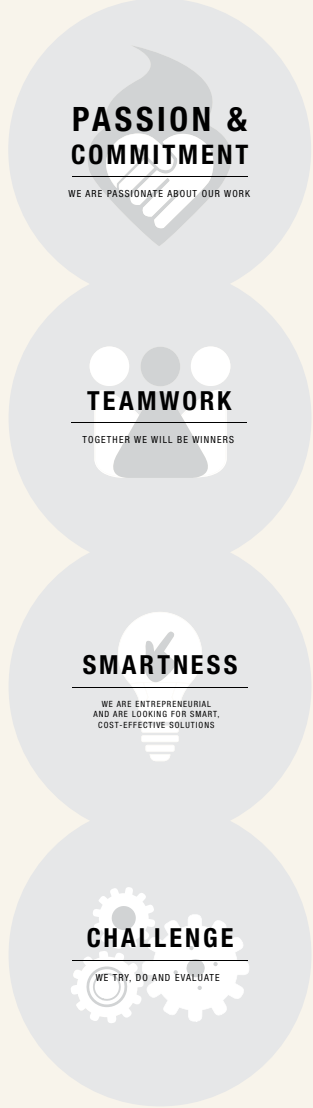
We cooperate with, respect, and help each other. We generate new ideas and solutions to create and develop a successful company. We are a team!

smartness

We are entrepreneurial and clever, always striving to find the most cost-effective solutions.

challenge

We are never afraid to try new things or innovate, and we are flexible and adaptable, so that we are in sync with our customers and the industry. We challenge each other!



We believe that all our employees are guided by our values when making their daily decisions. It is also important that we recruit and attract employees who fit our culture and live according to our values. As a guiding star for everything we do, we have our culture and corporate values.

Martina Svensson, HR Business Partner





gina tricot engagement

Our employees have the freedom to plan and deliver their work; this is why work-life balance is important for us. We work to coach our managers to have frequent talks with their employees, and to be aware of and responsive to any negative issues arising from phenomena such as today's connected society and the stresses that may be encountered by young, ambitious employees.

Each year, all employees respond to Gina Tricot's employee survey. We use the results to summarise the engagement and trends to which we must adapt so that we can develop our managers and employees. We believe in our employees and we know they are the key to our success. It is important for us that our employees feel proud to be a part of our journey and that we share the same passion. We measure this using an Employee Net Promoter Score (ENPS) ranging from -100 to +100; in 2019, our ENPS was 3. At the end of 2020, our ENPS was 28; our company goal for 2020 was 20. Our aim is to increase it to 35 during 2021.

The Gina Star Bonus programme was launched among all the company's store managers to motivate them to coach their team and store to achieve better sales results. We also introduced a customer experience programme that will help all our employees in store to improve, develop, and create the best customer experience with daily training. This was launched in some countries during 2020 and will be rolled out in all our countries in 2021.

diversity and equality

Diversity is an important factor when we recruit and develop our employees, and we consider diversity an asset for our company. We have employees with a wide range of expertise, age, and ethnicity. Gina Tricot rejects all forms of discrimination within the company regarding gender, ethnicity, age, sexual orientation, or disabilities. Our work environment is completely adapted to different needs.

The "Black Lives Matter" campaign has played a major role in 2020. Internally, we have reviewed, updated, and communicated our diversity policy. Our policy for models has also been reviewed, and we will continuously work for a more diverse and inclusive approach in our marketing material. During the past year, Gina Tricot had no reported cases of discrimination.

Each year, Gina Tricot carries out salary mapping in accordance with Swedish law. We look at salary levels of all functions, comparing them to both external and internal metrics, such as experience, education, and level of responsibility. Our salary mapping is externally verified. Our aim is to ensure equal pay for equal work, regardless of gender. This year, we did not have any cases of inequalities regarding salary levels, so we will continue our work to prevent any inequalities. If any inequalities are found, our policy is to initiate corrective actions. We do not accept any pay differences resulting from gender or other discriminatory causes.

We are very proud of the fact that 97 % of our employees are female. As a company, it is also our duty to adapt and be flexible regarding parental leave and combining work with being a parent, which for us means flexible work hours and environments.

anti-corruption

Gina Tricot follows the Swedish tax law and regulations that limit the value of any gifts or events. Events, gifts, and activities arranged to strengthen and build relationships must be extended in good faith and in compliance with the Gina Tricot framework. This is communicated to our employees every year as a friendly reminder. We have not had any cases in this area during 2020.

Gina Tricot regularly informs all employees about our Whistleblowing Centre, which provides an opportunity to report suspicions of misconduct or anything that is not in line with our values and policies. Our whistleblowing service is an early-warning system to reduce risks. It is an important tool to foster high ethical standards and maintain customer and public confidence in us. We encourage our employees to contact a manager in our organisation first, but if they feel that they cannot be open with their information, we offer the option of reporting their concerns anonymously. We strive to maintain a transparent business climate and outstanding business ethics. We also value the safety and respect of everyone affected by our business.

health and security at gina tricot

Gina Tricot believes in preventing both physical and psychological health issues. Today's young adults, especially young women, are enormously ambitious in their work and everyday lives. At the beginning of 2020, Gina Tricot decided to take action to reduce and prevent mental illness among young women. Together with Brave, we offered all customers and employees a free digital platform to attend courses in prevention of negative stress and mental illness.

We follow Swedish law and regulation regarding systematic work environment efforts, which means that we follow up all work environment-related questions with our employees and our safety representative. Our Swedish stores have implemented an E-learning course about how to be safe in store. Because of Covid-19, many work environment and safety education courses were moved to 2021.

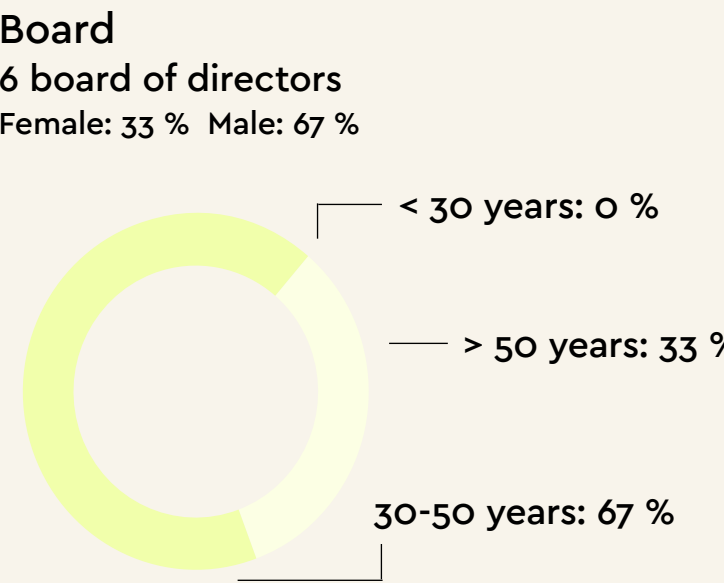
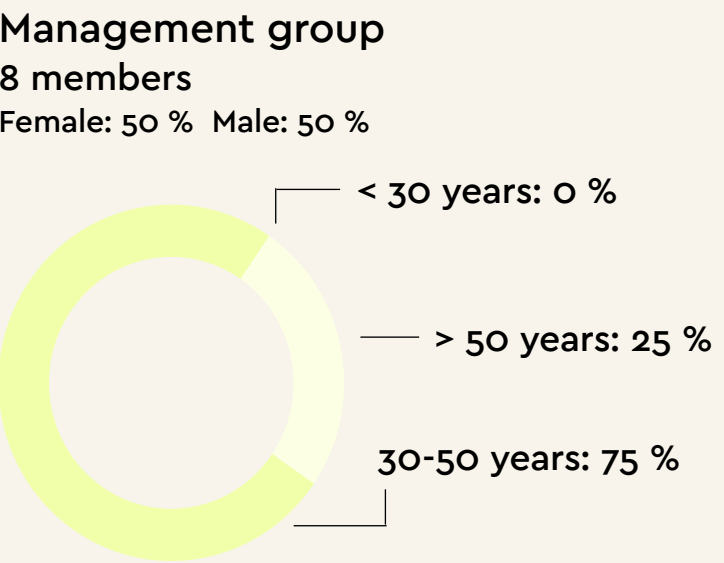
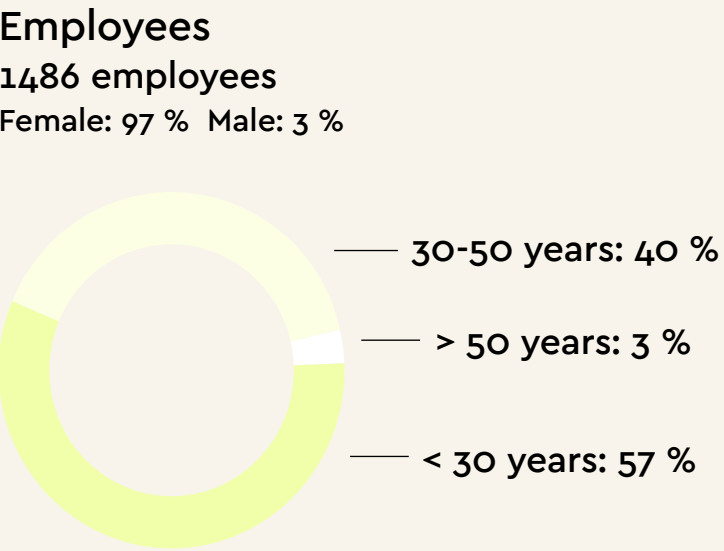
Gina Tricot offers a wellness allowance for employees in Sweden and we encourage our employees to exercise and focus on their health. We work with professional tools that promote psychological and physical health and the prevention of long-term sickness; the programme includes therapy sessions. We have continued with our prevention work where we offer pre-talks and pre-support with a psychologist or therapist through our company healthcare programme. We have already seen a good result from this preventative work.

Once a year or when needed, HR and Security review any hazards and incidents that have been reported during the year. Managers evaluate any such occurrences during the year to eliminate hazards or minimise the risk of incidents. In 2020, a new incident reporting system was initiated for our warehouse, stores, and HQ. We continuously work with security and the work environment in our stores, warehouse, and offices.

For the sake of our employees, we have chosen not to present accidents and work-related absence per country or per gender. During 2020, the following accidents and work-related absences were reported: 8 minor accidents that did not result in any absence; 4 minor accidents that resulted in 8 hours of absence; and 1 accident that resulted in long-term absence.

The Security department's long-term and permanent goals are to work for a safe and secure workplace for our employees and customers, for example in fire safety, first aid training, and travel safety.

Elin Persson,
Security Manager



product

Offering our customers more sustainable products that respect animal rights and are safe from a customer perspective is a primary focus in our daily product development.

we love more sustainable materials

By the end of 2020, 61 % of our products were manufactured from more sustainable materials¹.

We have a clear aim of increasing the percentage of our products made of more sustainable materials, because these materials have a lower environmental impact. The fibre use that we aim to increase the most are organic fibres, recycled fibres, and fully traceable fibres. We have committed to ensuring that by 2028, we will only offer products made of 100% more sustainable materials.

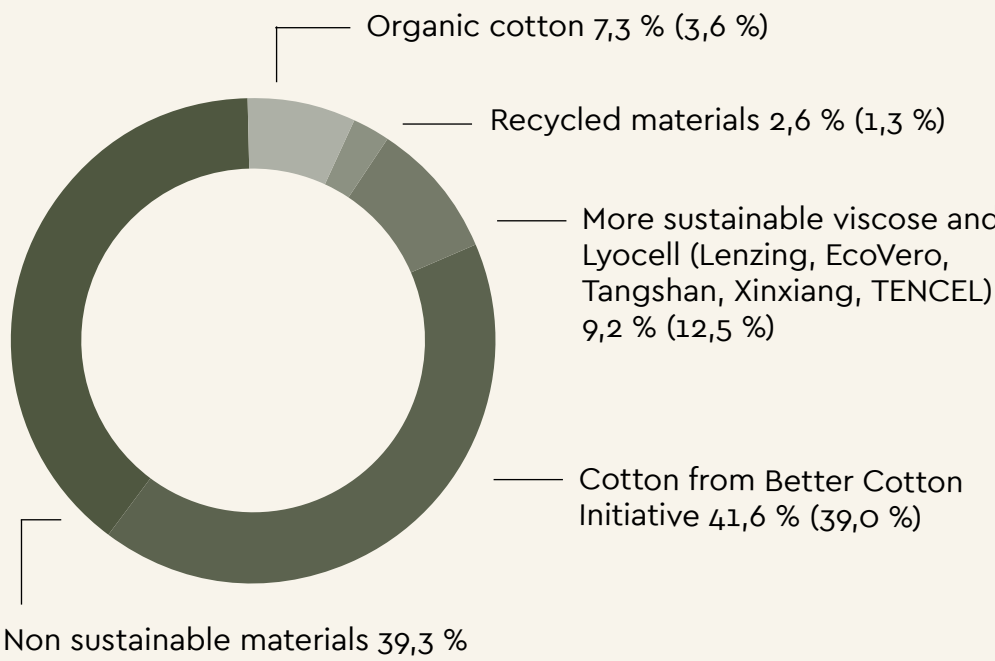
communicating sustainability on on a product level

There is no standardised way to communicate sustainability on a product level, and we recognise the difficulty with brands having their own sustainability labelling on products. At Gina Tricot, we strive to communicate clearly and honestly to our customers. During 2020, we started to communicate third-party certifications on the product level, with a view to ensuring clearer communication of sustainability per product.

Despite our efforts, we received negative feedback from Norway's Forbrukertilsynet, which determined that our online communication about products was misleading. We have listened to their feedback and updated our website to make our communication clearer.

distribution of more sustainable fibres

The figures below are percentages of our total fibre purchases for 2020

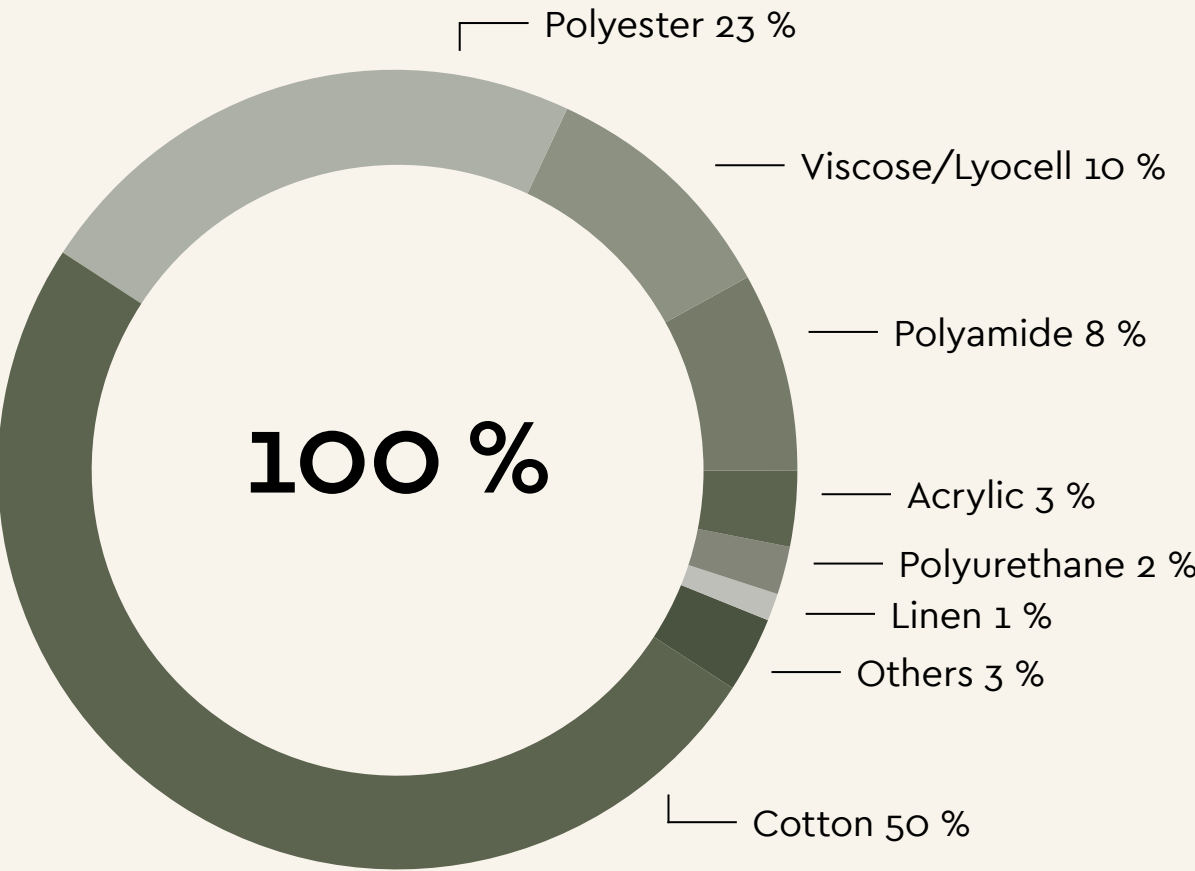


¹ A product that we classify as more sustainable needs to be made from a minimum of 50 % more sustainable fibres. The fibres we use and classify as more sustainable are Better Cotton, BCI, EcoVero®, Organic Cotton, Polyana®, TENCEL®, recycled fibres, and regenerated fibres from producers with the highest ranking in Canopy's Hot Button report.

gina tricot fibres in 2020

The fibres we use the most today are cotton, polyester and viscose. Read more about our way of working with more sustainable fibres [here](#).

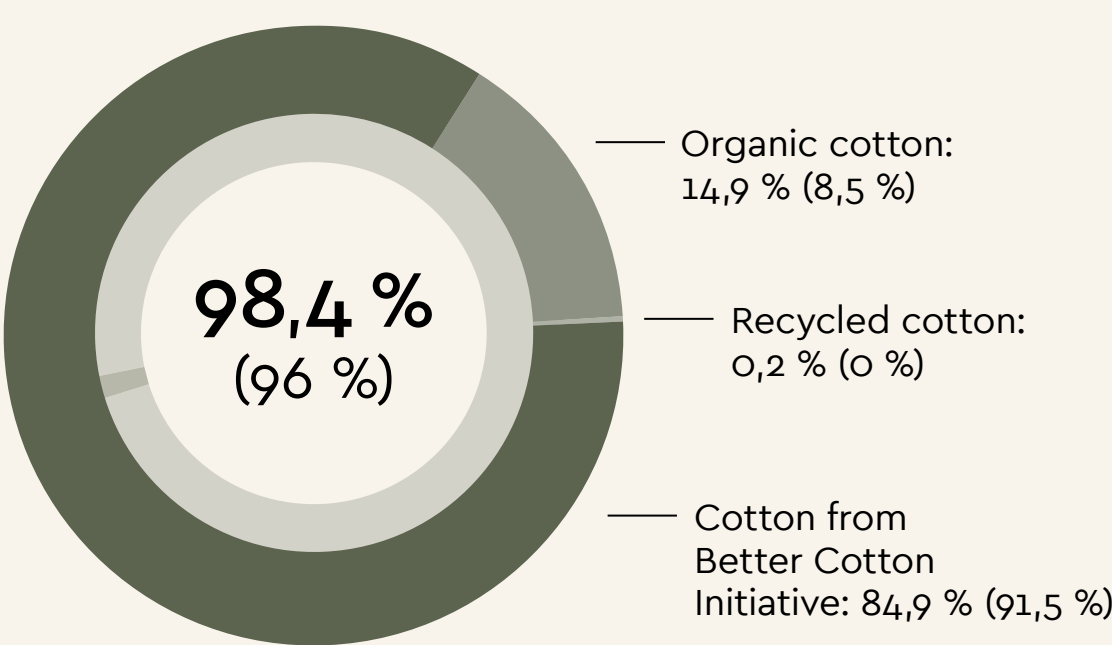
Distribution of fibres in total:



cotton

98,4 % of all purchased cotton consisted of more sustainable cotton.

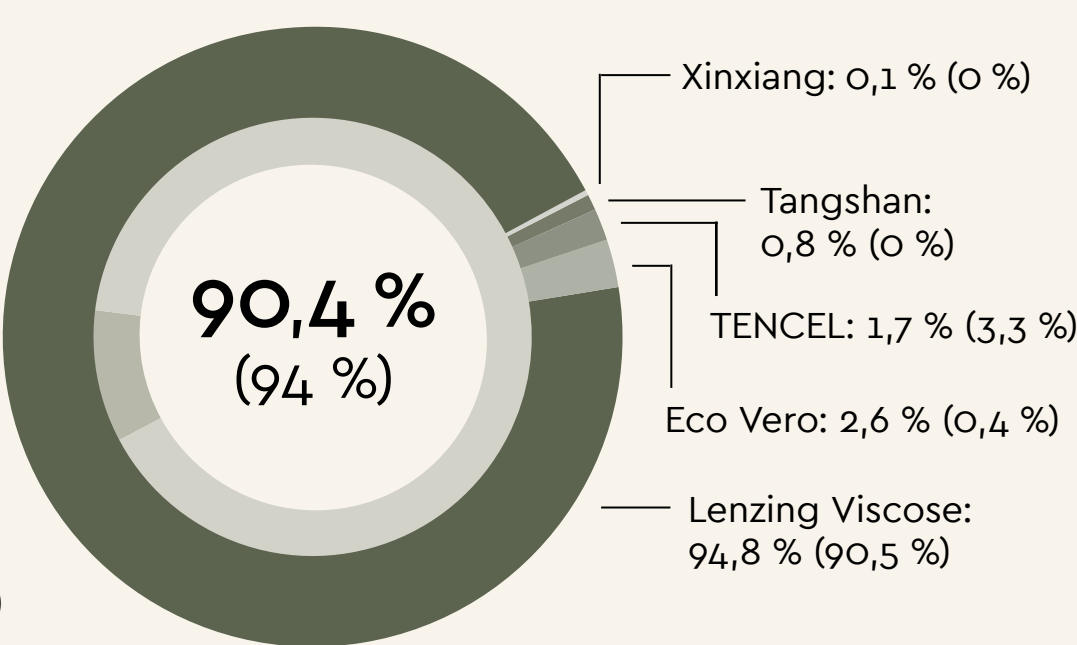
Distribution of more sustainable cotton:



viscose & lyocell

90,4 % of all purchased viscose and lyocell fibres consisted of more sustainable viscose and lyocell.

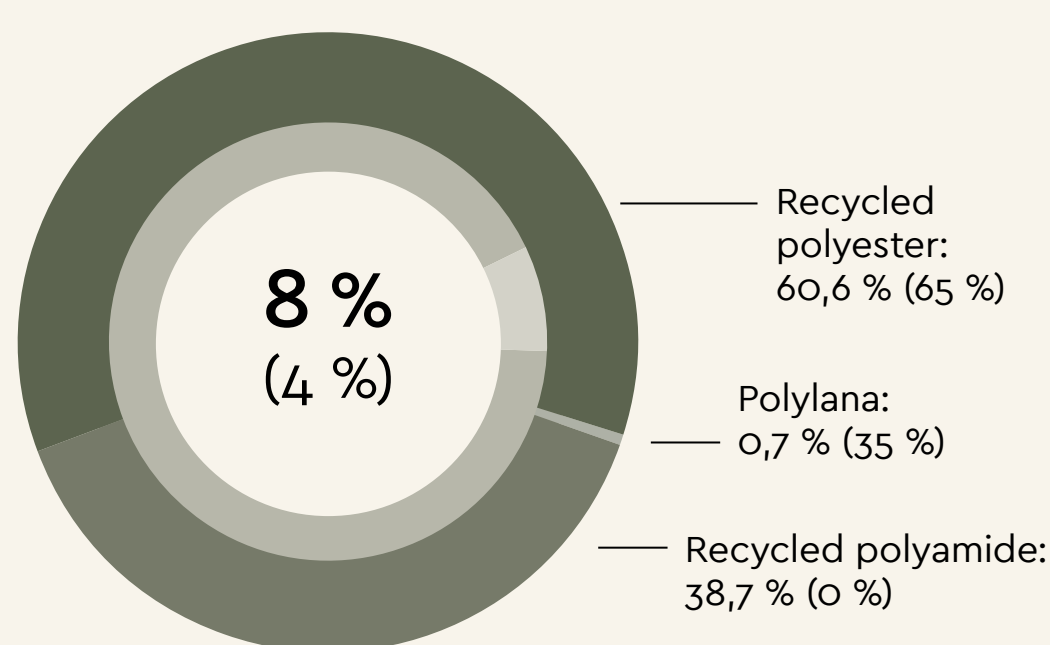
Distribution of more sustainable viscose and lyocell:



polyester & polyamide

8 % of all purchased polyester and polyamide consisted of more sustainable polyester and polyamide.

Distribution of more sustainable polyester and polyamide:



We still need to increase our sources of recycled polyester to change the usage in our products to the same extent as more sustainable cotton and viscose. This is still an ongoing challenge that we work with on a daily basis to improve.

We will continue to increase our purchases of cotton that is third-party certified as organic cotton, and we will continue to transform the cotton farming industry through the Better Cotton Initiative (BCI). The knowledge that replacing cotton with a wood-based fibre could reduce the water footprint of production by around 90 % has also led us to explore ways of substituting cotton with other, more environmentally friendly fibres.



ethical fibres

Gina Tricot does not support any form of animal cruelty. Animal welfare and animal rights are of the highest importance for us as a company, but also for our customers. During 2020, after PETA revealed inhumane conditions in alpaca farming, we decided to halt the use of alpaca in new product development until we have certification in hand that can guarantee the fibres' origin and the wellbeing of the animals. A certification is underway through the Textile Exchange, where we have been members since 2019 to support the work regarding certification processes for new and traditional materials to guarantee origin and safe processing.

As a result of situations similar to that of alpaca, Gina Tricot has already banned the use of several animal fibres and had joined animal-welfare associations, including:

- Fur-free Alliance, 2011
- Angora, 2018
- Mohair, 2019
- Cashmere, 2019
- Bone and horn, 2011

Gina Tricot accepts leather from only a handful of nominated tanneries in China, and only as a by-product from the meat industry.

Gina Tricot signed the Swedish Trade Federation's Animal Welfare Policy in 2017 and we require all our partners in all parts of the supply chain to comply with this policy. We do not yet have full traceability on all our animal-based materials, but we are constantly striving to improve our sourcing methods.

For further information on the restrictions we have on animal textile fibres, please visit ginatricot.com.

the nordic swan ecolabel



During 2020, Gina Tricot expanded its work with the Nordic Swan Ecolabel. The Nordic Swan Ecolabel is one of the world's top environmental labelling schemes. It is a Type 1 ecolabel, which means that it is an independent organisation that works according to the life-cycle perspective and with a holistic view on development of criteria. It is also subject to the ISO 14024 standard (learn more at svanen.se).

Every step, from plant to fibre to dyeing to finished product, is monitored. All our Nordic Swan Ecolabel garments are clearly labelled and marked, both online and in store.

This year, one of our biggest producers, Fakir Fashion Ltd, received the certification.
"Gina Tricot and Fakir have worked together for more than 10 years, and we are so happy to take this step together. We share the same mission, which is to make the fashion industry more sustainable." Emma Garrote, Gina Tricot, and Fakir Kamruzzaman Nahid, Fakir Fashion.

"We started this year to certify some of our basic heroes in jersey. Our vision is to have most of our basic products produced with this very strict certification. We are looking forward to using the Swan certification on many more products and the work is already in progress for coming collections!" Lina Skoglund, Jersey Buyer.

Basic Tee with Nordic Swan Ecolabel certification

product quality and safety

We continuously perform product risk assessment with the precautionary principle in mind, and each year we perform thousands of third-party tests at selected laboratories, at our own facilities, and on site at our suppliers, and spot tests are carried out when products arrive at our warehouse. According to our routines, all products that demonstrate any type of non-conformity must be corrected or rejected prior to delivery.

Rebecca Watkins,
CSR and Quality Manager

All our products must adhere to our quality, chemical, and safety requirements. These are based on legal requirements, but we also have our own, more stringent requirements.

Selling products for children means we have an even bigger responsibility to release products on the market only when these products are safe. By this, we mean general product safety, along with safe chemical content. All our products comply with the requirements of the European standards regarding children's safety, EN 14682 and TR 16792. Every one of our children's wear products is assessed according to safety aspects and tested for all our applicable requirements.

We normally perform quality controls on all our Bangladeshi orders, and random quality controls based on risk assessment in all other production countries. During 2020, production countries' travel restrictions have decreased our on-site quality controls, but by mid-autumn we resumed all on-site controls in production, and more than 3,000 quality controls were performed. For 2020, 0,39 % (0,48 %) of all sold products were returned with complaints regarding quality, and we also withdrew 10 products from stores due to quality issues.

During 2020, we did not recall any products due to safety non-compliance.



gina tricot's new concepts

gina home

In autumn 2020, Gina Tricot launched a new concept – Gina Home, in which we offer our customers the ultimate experience for their lifestyle.

The idea is to target more long-lasting and higher-quality products. The Home products follow our regular routines for product compliance and safety. Strict requirements and standards for our external products are a must, and we aim to use more sustainable materials as much as possible. For example, our bedsheets and pillowcases are GOTS certified.



rent

RENT, introduced at Gina Tricot in spring 2019, is a way to challenge current ways of consuming fashion. The concept gives our customers a choice for sustainable consumption.

During 2020, RENT was available in three stores in Sweden: Stockholm, Gothenburg, and Linköping.

In autumn 2020, Gina Tricot launched an exclusive collaboration with Gemme Collective. We wanted to find an online partner for hiring garments; this has been a goal for us from the start of our RENT concept. Gemme Collective was a perfect match. The collection was produced and sewn locally in Borås by female entrepreneurs at XV Production. The result was four specially designed and timeless pieces, made to be rented over and over again. The collection is available at [gemmecollective.com](https://www.gemmecollective.com).

what is gemme?

Gemme is a fashion rental marketplace, a virtual closet of carefully selected pieces where people, brands, and designers meet to share fashion. Gemme lets you share a dream closet with all of your favorite style mavens and fellow fashionistas, while being kind to the planet.



Gina Tricot X Gemme campaign

second-hand

In spring 2020, Gina Tricot launched its first vintage collection together with one of the world's largest companies in the vintage segment, Bank & Vogue, known as Beyond Retro. The collection, based on hand-picked and one-of-a-kind vintage pieces in different categories – blouses, dresses, kimonos, trousers, denim, and skirts – was a success from a customer point of view and sold out in less than a week.

All pieces were originally bought from charity second-hand retailers in the US.

Based on the collection's success, we acted quickly and followed up with a September collection and an additional stunning party edition for October.

Beyond Retro X Gina Tricot is available in 9 stores in Sweden, Norway, Denmark, and Finland.

This is genuine sustainable fashion, but above all it is fabulous fashion!

remake by gina tricot

In February 2020, Gina Tricot launched an online-only collection made from our own unsold garments. Instead of ending up in the general after-Christmas sale, these garments got a new lease of life with the help of our next-door supplier neighbour, XV Production in Borås.

wwf product campaign

Do something good, buy something old – this was the slogan for the joint product campaign between Gina Tricot and WWF. The collaboration was unique and challenging in many ways. The old and unwanted was transformed into something new and fashionable, and imbued with a deeper significance. The collection consisted of three different items, all vintage T-shirts with new statement prints. In the campaign, our customer received tips and ideas about how to make smart fashion choices in everyday life. Ten per cent of the proceeds were donated to WWF's work to reduce water and climate impact.

The T-shirts were available in Swedish stores and on Gina Tricot's Swedish online site.

Together, we are challenging the fashion world and the traditional value chain in our business. Fashion needs to be more circular, and this is an excellent example of how we can make an impact and show that second-hand and remake are as good as new production. Being part of this collaboration together with WWF makes everyone at Gina Tricot very proud!

Emma Garrote, Global Production & Sustainability Manager



Greta Tee, printed vintage tee
in collaboration with WWF

planet

We know that fashion has a big impact on the climate. As a player on the global fashion scene, we are constantly looking for new ways to make the best use of resources and minimise our climate impact.



it all starts with the end

Circularity is about resource awareness, resource effectivity throughout a product's lifecycle, and closing the loop. This is one of the biggest challenges and opportunities facing the fashion industry, because it means that fashion is to be produced and consumed in a never-ending loop.

We need to see all materials as resources to make sure that none of our products end up in landfill. We also need to embrace a more circular way of working by implementing circular business models, and scaling them up to make genuine positive impact. Primarily, we want our products to be re-used, rented, remade, and resold to the greatest extent possible. You can read more about our circular business models implemented during 2020 on pages 32-33. However, when a product really is worn out, simplifying for recycling is crucial.

Choosing materials in the design phase that can be recycled is key from a recycling perspective. The purer the composition of the product, the easier it is to recycle. In 2020, Gina Tricot had 34 % of its products made from monomaterials, and 65 % with purer compositions (i.e., less than 10 % as a blend).

During 2020, the world's first large-scale textile sorting unit of its kind, Sysav, was opened. This is a result of a research project led by the Swedish IVL environmental institute, SipTex. Gina Tricot has supported and participated in the SipTex project since 2016. This sorting unit will automatically sort textile waste materials based on their colour and fibre composition, with the sole mission of simplifying for the next step – textile recycling.

Since 2018, we have collaborated with Renewcell, which uses cotton waste to produce a pure, natural, and biodegradable raw material. Renewcell opened its first recycling plant in 2017 in Kristinehamn, Sweden. At the plant, Renewcell recycles cotton textile waste and produces viscose-fibre raw material used for producing the fibre Circulose®. Our first products made with Circulose® fibre will be available on the market in 2021.

All our circular fashion projects are handled by our regular buyers and designers. Gina Tricot does not have a special team to handle these orders because we want everyone in the department to learn and practise this workflow.

Cecilia Dahl, department manager

circular responsibility

We believe that transforming our way of working into more circular processes is the only way forward. This way of working includes designing a product and choosing materials for longevity and easy re-cyclability, but also caring for products that are no longer loved.

Our work with product circularity includes the following principles:

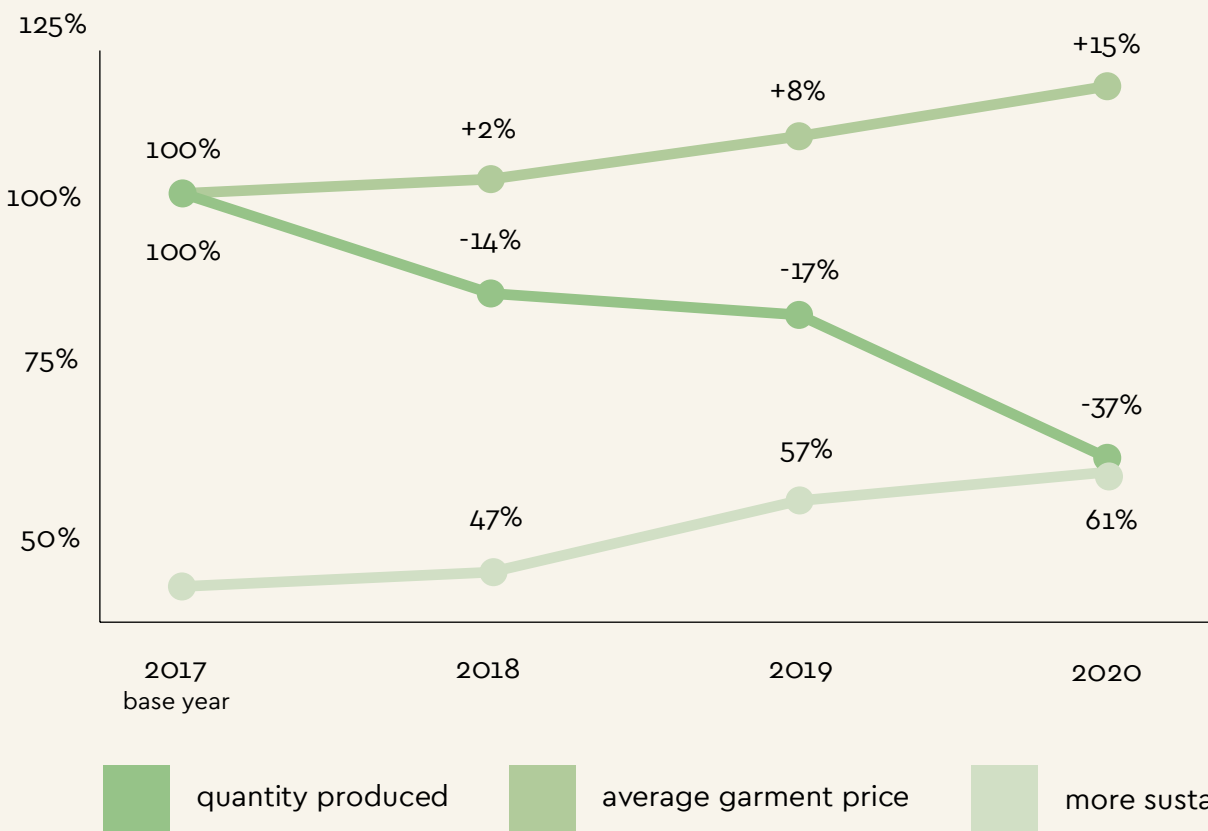


less is more

To produce less and sell more, where each piece has better and more sustainable quality, has been a vision for many years. It is an important step and a win-win prospect, both economically and environmentally.

The need for thinking outside the box will continue to grow in these rapidly changing times. We need to challenge ourselves and test new alternatives rather than keeping to the traditional ways of the retail fashion industry.

Looking at the figures below, we know that by decreasing the total volume, we will have less to sell at the end of the season. It also means that a bigger part of our collection will live longer and be of a more timeless nature.



radio-frequency identification (RFID)

In 2020, Gina Tricot implemented RFID tags in all of our garments with hangtags, i.e., approximately 95 % of our products. The technology is the first step in gaining full control over our stock and has both short- and long-term benefits.

Direct benefits

- Reduced logistics and handling costs
- Reduced overproduction (due to stock control) by 3 – 10 %
- Elimination of human error
- Technology for stock inventory (allows for 85 – 99,8 % stock control)
- Reduced labour cost

Future possibilities

- Technology for traceability along entire value chain
- Technology for information on recycling
- Technology for customer interface

Gina Tricot has also been an advisory partner in Tex. IT since 2018. The Tex. IT consortium was established to include the entire value chain in the use of digital information carriers based on RFID technology.



Evelina Ventelä, Retail support and project manager

team up with our customers

Both Gina Tricot and its our customers need to re-think how we use fashion, so that we can minimise our climate impact. As a brand, we need to inform customers about what they can do to be part of transforming the fashion industry, with the goal of prolonging garment life.

We have seen and understood the need for improved communication with customers to minimise each product's sustainability impact after sales. On our care labels, we recommend less frequent washing and washing at cooler temperatures. Our products produced in more sustainable materials have a hangtag with information about the sustainability wins, and our sustainability website, which can be found [here](#), contains many tips for our customers to make their own journey towards more sustainable fashion consumption.

Our aim is to inspire, inform, and challenge our customers with regard to sustainability, with everything from washing tips to new, fashion-sustainable technologies.

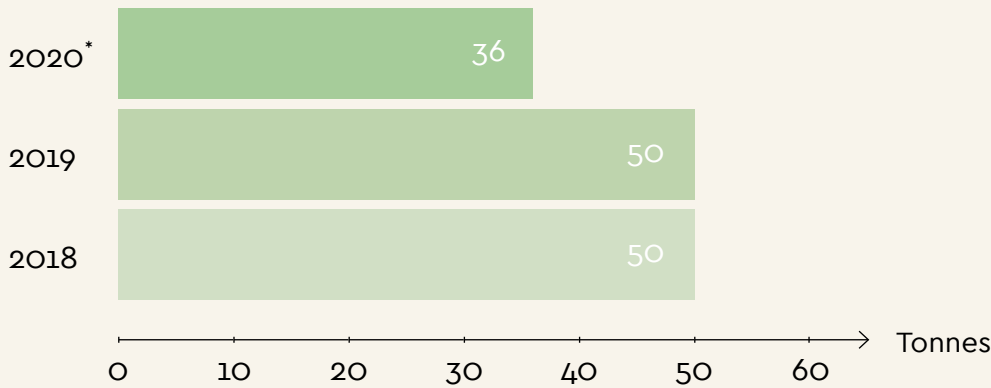
your sustainable actions

- Use your products more; if you need a garment for a one-off event, you can rent it
- Treat your products with extra love and care, and they will last longer
- Make sure to pass your product on to the next owner or use the material to remake the garment if you want another look
- When a product is truly worn out, turn it in for recycling

Since 2012, Gina Tricot has given customers the opportunity to hand in their old and used clothes in all of its stores to ensure that the garments can have a second life. All clothes, including customer claims, are donated to either Human Bridge or Fretex. Human Bridge is an organisation involved in material aid projects. By providing funds, clothing, and other important materials, Human Bridge aids victims of humanitarian crises and development assistance projects. Our returned garments are either sent to people in need, or they are sold and the proceeds are used to fund Human Bridge's projects. Fretex is a similar organization in Norway, operated by the Salvation Army, where the collected garments from Gina Tricot's Norwegian stores are sold or donated.

We also sell some clothes to various textile buyers in Europe. These agents purchase unsold stocks or returned items and re-sell the garments. Gina Tricot then donates 100 % of the revenue from these sales to charitable organisations working with various aspects of sustainability.

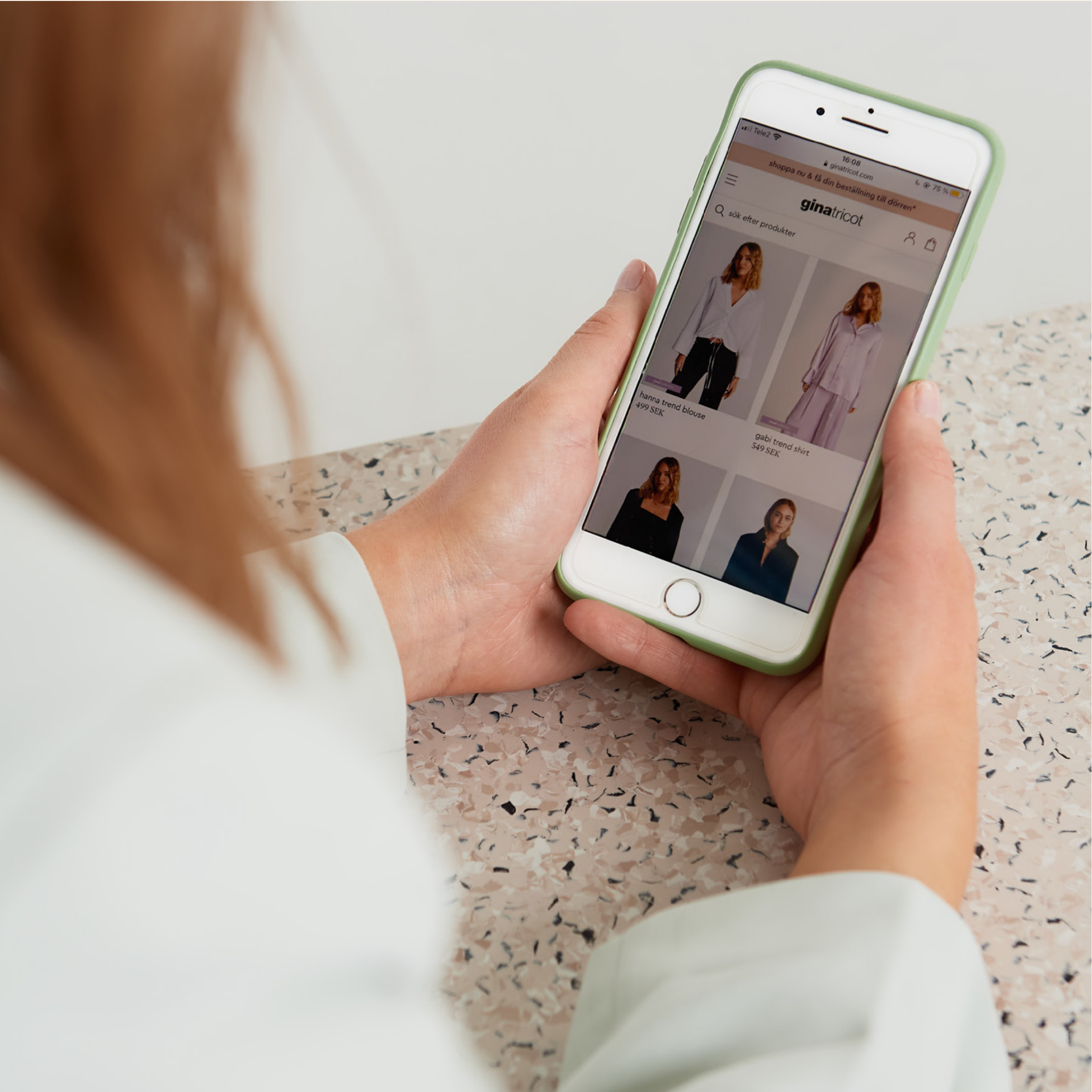
collected garments



Collecting garments for re-use and recycling is a crucial first step in prolonging the product's useful life or turning the product into new raw materials in a never-ending loop. We need to team up with our customers to spread the knowledge that a used garment is a resource, not waste.

*As a result of the pandemic, we have noted a decrease in collected garments, as well as decreased customer visits to our brick-and-mortar stores.





promoting a sustainable choice online

Selling products online can be a challenge; customers do not have the tactile and up-close visual experience of shopping in stores. To minimise any mistakes that might result in online purchases, we need to optimise our online sales channel to the fullest.

With the ambition of making it easier for the customer to choose the right style and size, we have invested in a new system to improve the product descriptions, and have added more images to show design features and materials on a more detailed level. The better the description of the products, the greater the probability that customers' purchases will meet their expectations, and this will result in fewer returns and incorrect purchases.

We have also started a review service where customers can share their experiences of their Gina Tricot products. This will contribute to better support when it comes to selecting the right size and fit, and will also lower the return rate.

This year, we also developed our product page design to make sustainability information more accessible, in line with our aim to increase product transparency. Information that is now shown for each product includes:

- Supplier
- Production unit
- Third-party certifications
- Further information about more sustainable materials
- Washing recommendations

Our general sustainability web page has also been redesigned to make it even easier for our stakeholders to gain insight and better understanding about what we do in this area. We have gathered information about all our sustainability efforts in a section called "Let's do good", where we examine all the ways in which our company can take action to become truly more sustainable. In store, we label all our more sustainable garments with "Let's do good/Good Collection". This label presents the benefits of the product and encourages our customers to make a more sustainable choice.

respect your mother

Climate change is the biggest challenge that we face today. It affects us all and requires immediate action.

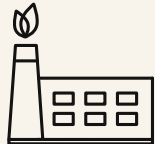
As a business, all of Gina Tricot's production, transport, travel, and facilities involve emissions and affect the size of our carbon footprint.

our climate actions



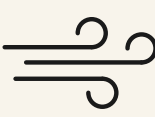
Own operations, Scope 1 and 2:

- All electricity purchased for our owned facilities, such as offices and our warehouse, as well as in cases we own the electricity contract for our stores, is from renewable sources. More information can be found on page 44.
- Continuous increase of LED lights in stores; during 2020, five stores switched to more energy-efficient lightning. LED lighting is installed during refurbishments and as original lighting in all new stores. More information can be found on page 44.
- Established policy for company-operated cars; implemented in 2020, the policy now includes only more environmentally friendly options.
- Started discussions with property owners regarding renewable energy and heating in stores where we do not own the electricity contract.



Product and production, Scope 3:

- Decrease overproduction. In recent years, we have reduced production by 17,39 % (2019); more information can be found on page 36.
- Increase use of more sustainable fibers, currently at 61 % of the total amount of products. More information can be found on page 28-29.
- Increase circular business models, such as as rental services, remade collections and vintage sales. More information can be found on page 32-33.
- Implement more environmentally friendly techniques in suppliers production. During 2020 we managed to continue implementing denim production wet processes with low climate impact, in line with EIM, Environmental Impact Measurement, scoring.
- Support research and development of circular economy initiatives, such as SIPTex and Renewcell. More information can be found on page 35.



Transports and business travels, Scope 3:

- Minimise freight types with high climate impact, such as road and air transport. Our target is 0 % airfreight of our goods. More information can be found on page 43.
- Increase freight types with low climate impact, such as rail, sea, and intermodal solutions. More information can be found on page 35.
- Minimise and re-use packaging materials. For example, during 2020, we eliminated all plastic polybags from production for all our non-white denim fabrics. More information can be found on page 35.
- Minimise fossil-based packaging materials, as we are changing our plastic online packaging material to FSC-certified paper. More information can be found on page 35.
- Implement internal policy for business travel, including mandatory selection of more sustainable travel options.



Vintage T-shirt, collaboration with WWF

Since 2012, we have measured the climate impact of our own operations, Scope 1 and 2. In recent years, these calculations have become increasingly detailed and include a wider scope. Gina Tricot operates 151 stores, but does not own the electricity and energy contracts for some of these; certain challenges are inherent in collecting current data from all property owners. This data collection will continue in 2021 to provide more detailed figures for calculations of the climate impact of our own operations.

During 2020, we expanded our Scope 3 calculations to include more than business travel and transport; we looked deeper into our supply chain and its climate impact by starting to collect data from our key business partners, which together make up more than 90 % of our production. Primarily, we have collected data regarding purchased materials and suppliers' energy consumption and sources. Our biggest opportunity within climate reductions lies in Scope 3 and production. This includes minimising climate impact from fiber to ready-made garment.

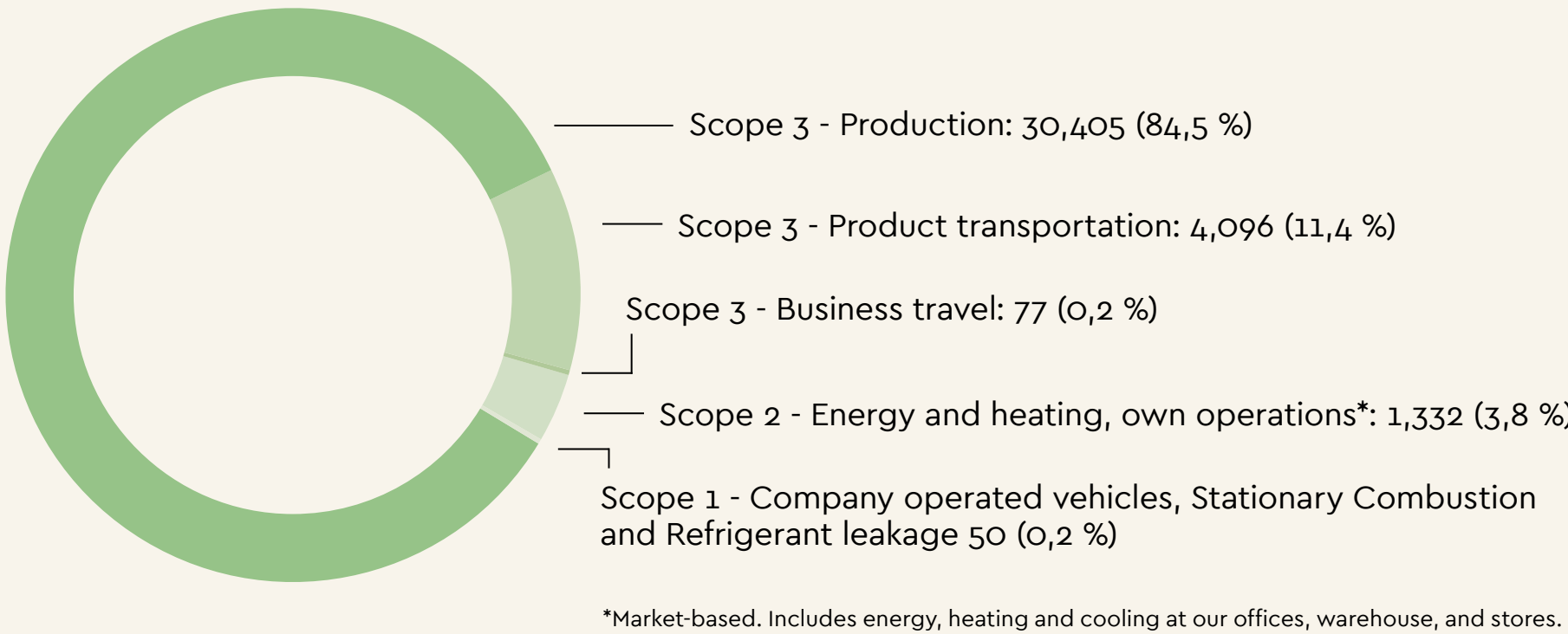


Our targets are to reduce greenhouse gases in line with the 1,5 °C warming pathway, as outlined by the United Nations Framework on Climate Change and the Paris Agreement. Within the framework of our STICA membership, we have set targets to minimise our climate impact, within all scopes, by a minimum of 50 % by 2028, compared to 2018. Our goal is to be part of the Swedish and Nordic textile industry's achievement of being the first climate-positive apparel and textile industry in the world, well before 2050. To reach these ambitious targets – which is absolutely necessary – we will seek out better production technologies, better energy sources, better chemicals, better materials, and better ways to transport our products from production and home to our customers.

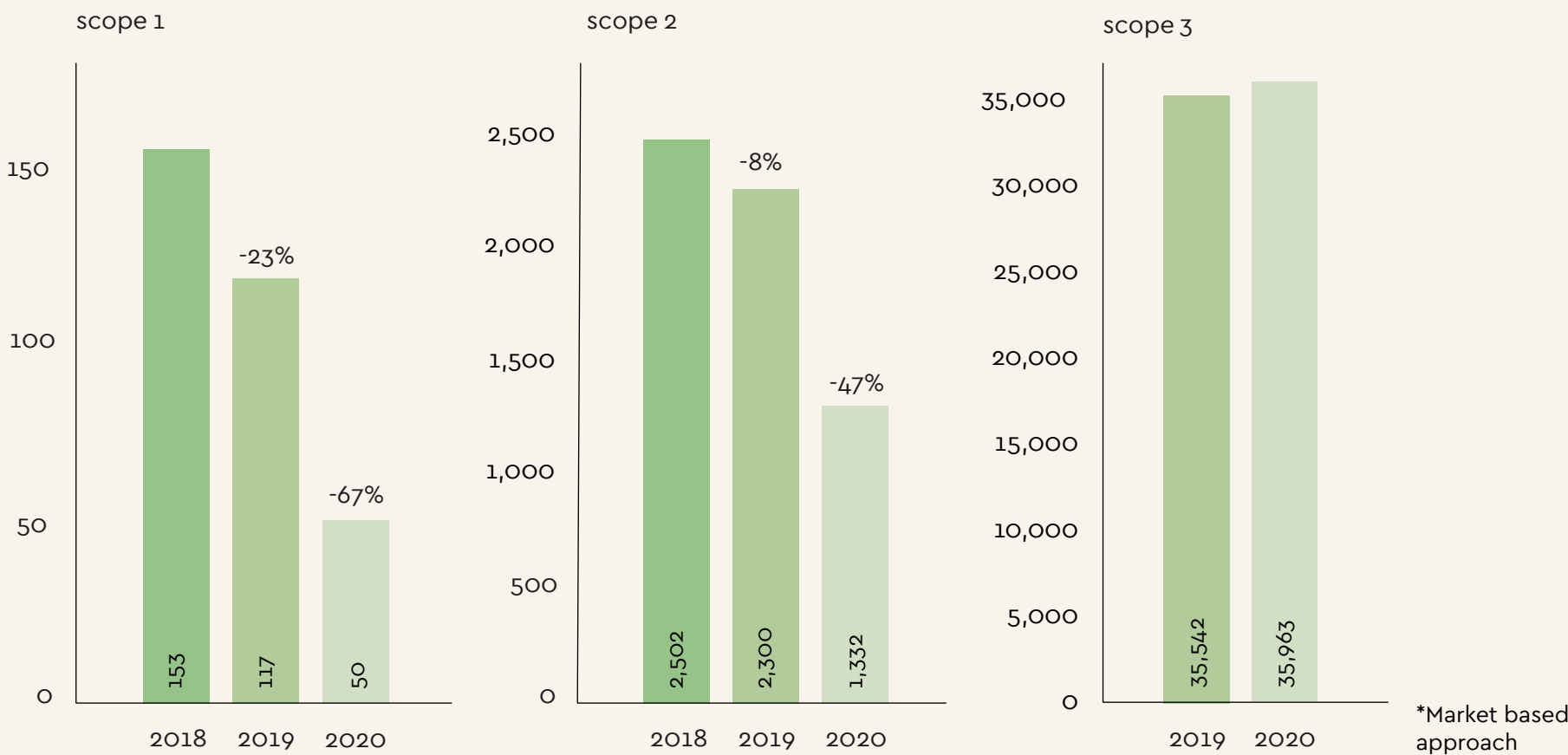
We humbly recognise the tremendous task that we face in coming years: we must obtain more accurate data from the supply chain, from fibre production to finished garment, and will passionately drive positive impact together with our suppliers.

Rebecca Watkins, CSR and Quality manager

Total GHG emissions 2020, tonnes CO₂e



GHG emissions, (per year), tonnes CO₂e*



We see significant decreases in emissions in Scope 1 and 2, as a result of our own actions, but also due to Covid-19 and the effects it has had on our business. We expect the same changes within Scope 3, but in this case we do not have any data from previous years for comparison.
** Increased emissions due to increased calculations as well as more accurate data from previous year.



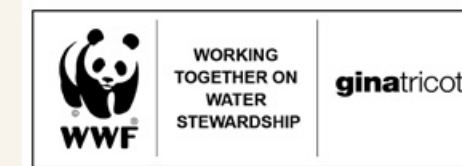
water

Water is a fundamental component of textile manufacturing.

To be able to produce fibres and fabrics, and wash and dye garments, we rely heavily on water. But clean water is scarce in many places around the world, and water is essential for all living things on earth. We must manage our precious resources carefully and responsibly, and ensure availability of clean water and sanitation for all.

Gina Tricot wants to be a positive force in terms of water management. We want our suppliers to use water more efficiently, recycle and re-use as much wastewater as possible, and make sure all wastewater is free from any unwanted chemicals.

Since late 2019, we have partnered with the World Wide Fund for Nature, WWF, to work together on Water Stewardship. WWF has developed a best-practice model for sustainable water management, called Water Stewardship, and in our partnership we assess water risks in our supply chain, identify challenges and opportunities, and work in a transparent and collaborative manner to implement solutions. We have started our water management journey together with WWF using the Water Risk Filter, WRF, to map our biggest suppliers and the wet processing units they use. Together, these suppliers make up more than 90 % of our production and are located in Turkey, China, Bangladesh, and India. In the WRF, we measure physical, regulatory, and reputational water risks, by combining water-basin data with operational performance data. This guides us in our work with implementing industry best practices in wet processing units in our supply chain, as does joining water stewardship collective action programmes in our water-risk hotspots, reaching beyond factories and addressing root causes of challenges in areas of production.



We are committed to working according to the Water Stewardship framework and have set targets in relation to the five steps within the framework: Water awareness, Knowledge of impact, Internal action, Collective action, and Influence governance.

To achieve these targets, our future water actions will include increasing awareness in all wet processes and incorporating all supplier wet processing units into the WRF, as well as looking deeper into water efficiency, water quality, and waste water in the supply chain and our own operations. To achieve the changes that are required, we will collaborate with other brands, stakeholders, and NGOs to achieve greater impact.

Water stewardship goes beyond being an efficient water user. It means contributing to the responsible and sustainable management of freshwater resources and finding solutions for risks shared with other stakeholders. Because water is a crucial resource in the textile industry, we are pleased to see that this approach is being integrated into Gina Tricot's business strategy and we look forward to working together to address key water risk areas.

Erika Sundell,
Head of Corporate Partnerships, WWF Sweden

our water actions

- Increase awareness of water impacts in our supply chain, and identify the biggest water risks and opportunities for improvement.
- Analyse water data from wet processing units and gain knowledge about water use and risks. We have a global approach to water issues, but focus primarily on local water and scarcity issues.
- Increase amounts of more sustainable fibres by using fibres with better production and cultivation methods, to minimise water use.
- Increase the amount of water-efficient production processes, for example by using better washing facilities for our denim production.
- Adopt clear goals and targets for our future work with water, in terms of both a global and country-specific approach.
- Participate in of the research project MinShed, led by RISE, finding solutions to minimise the release of microplastics from textiles to water.
- Implement new business models linked to sustainability and primarily circularity.
- Partner with UNICEF to support their work in Bangladesh focusing on improved access to water and sanitation.



Petri Ventelä, Logistics Manager

global to local logistics chain

The logistics department works globally, from our suppliers worldwide to our stores in four different countries, and with online deliveries within Europe. All of this involves significant logistics that we need to manage, and fortunately, more sustainable options also lead to financial savings.

our daily climate actions

- Avoid use of airfreight
- Re-use supplier boxes to deliver goods to stores
- Recycle all plastic hangers
- We remove plastic packaging used during transport when possible

We constantly review our packaging processes and materials to become more efficient, and examine where we can minimise packaging use. We also strive to remove as many unnecessary packaging materials as possible.

Petri Ventelä, Logistics Manager

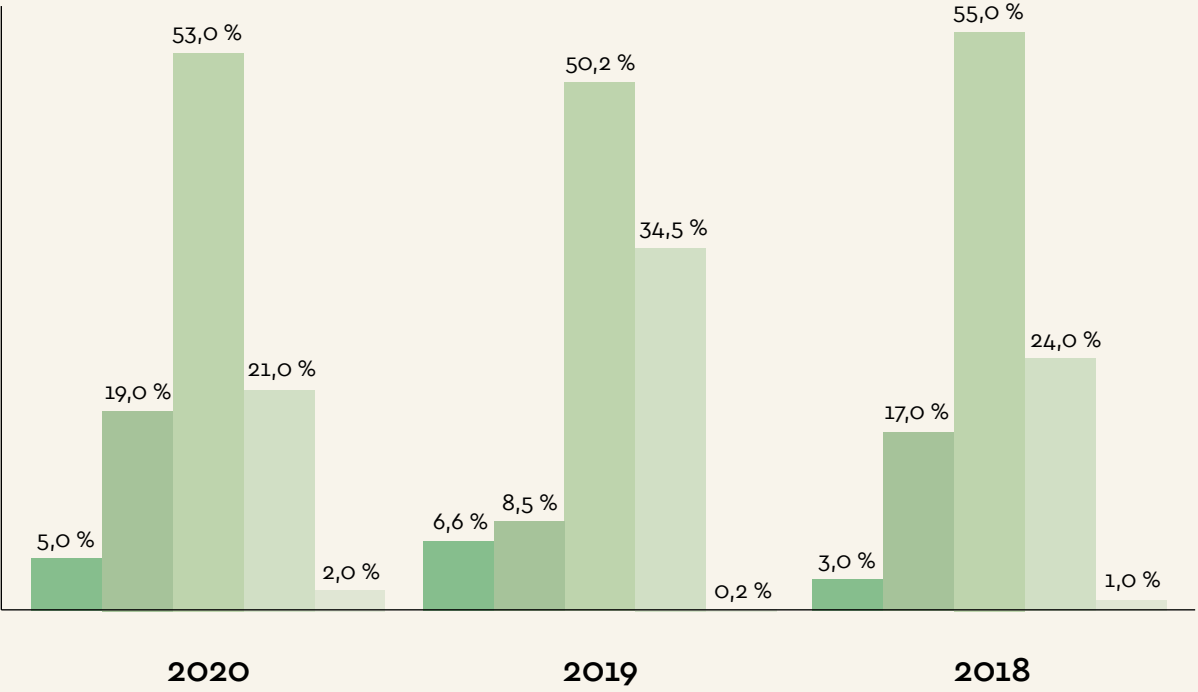
better packing

During 2020, we implemented an online packaging material in FSC-certified, undyed paper. This packaging will be slightly more bulky, but the decision is based on the fact that paper is 100 % biodegradable, and that we want to minimise plastic littering – which causes serious problems for animals and the environment.

As part of the Pack4Good initiative, within Canopy, we have set ambitious goals and are committed to ensuring that by the end of 2022, all of our packaging meets the following standards:

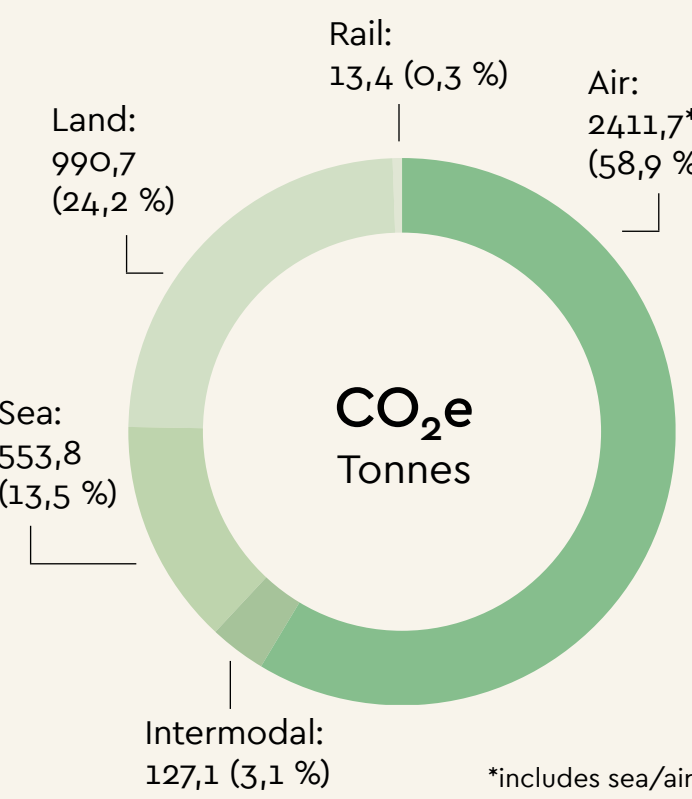
- Designed to reduce material use
- Free of materials from old-growth and endangered forests
- Uses a maximum of recycled or Next Generation Solution-sourced fibres

Distribution of shipments based on number of purchased goods, by mode of transport



During 2020, we increased intermodal transports and decreased land transports. However, this year, rail transports still suffered from lack of in-time deliveries and capacity problems, leading to low figures. Unfortunately this and issues related to Covid-19 led to higher use of airfreight.

Distribution of GHG emissions by mode of transport



more sustainable stores

Our stores are the primary point where our customer meets Gina Tricot. This contact shall communicate our values regarding sustainability and send a positive and empowering message to our customers. We currently operate 151 stores in four countries.

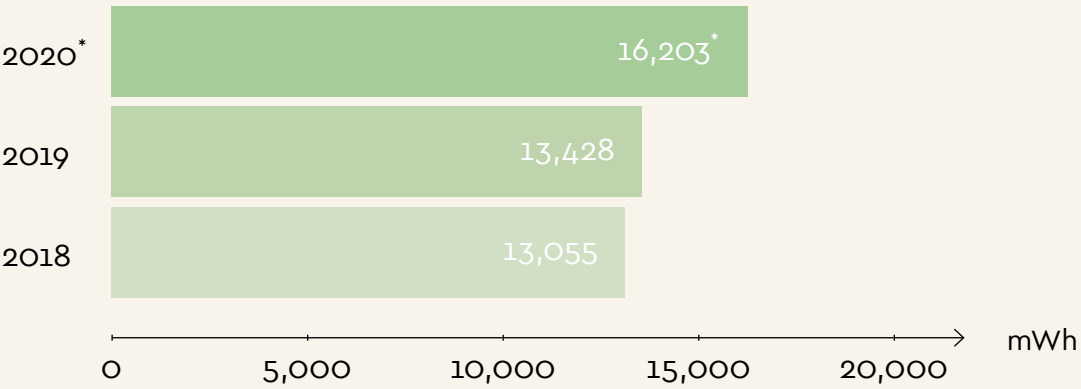
In cases where we oversee the electricity contract ourselves (54 % of the stores), we have 100 % renewable electricity, such as wind or water. For these Swedish stores (28 % of all energy used in all our stores), we have electricity marked with Good Environmental Choice (Bra Miljöval) according to the Swedish Society for Nature Conservation's criteria.



In 2020, we began following up the energy survey that was carried out in 2017. Reporting, completed in March 2021, fulfils requirements of the law on Energy Mapping, and includes reporting to the Energy Agency regarding both energy use and the available energy-saving actions that we can take. The mapping provides, among other things, proposals on how to reduce energy costs, reduce energy consumption, and thereby increase energy efficiency.

We are continuously updating store lighting to LEDs. At the moment 42 % of our stores are equipped with full LED lighting, and our goal is to have 100 % by 2028..

total energy consumption, scope 2, mWh



*This figure includes all stores in all countries, our warehouse, and all offices globally. Reported electricity consumption includes heating and cooling for all countries. 2020 consumption increased compared with 2019 owing to the inclusion of estimated heating and cooling in all stores as well as more accurate data from the property owners who report for our stores.



tables & indexes



collaborations and partner suppliers

From politics and nationwide industrial networks to global collaboration projects and production – there are many ways of working together to make a difference. For an overview of the organisations that we partner with to drive change for sustainability, please visit our [website](#).

For an overview of all partner suppliers that we work with to produce wonderful products in a more sustainable manner, please visit our [website](#).

addressing corporate sustainability risks and opportunities

The textile industry is global, and in addition to vast opportunities, the sector also poses significant risks. We monitor these risks with the general purpose of managing them proactively, and making sure such risks do not disrupt our business or our ability to perform according to our business objectives and goals.

We manage our most significant risks based on the following categories:

- Environmental and climate risks
- Human risks
- Financial risks
- Operational risks
- Business risks

Each year, Gina Tricot performs a risk assessment and establishes a continuity plan for all our production countries and suppliers. We closely monitor global and regional situations. Each supplier is also evaluated based on different criteria to identify and highlight individual risks. This risk assessment covers our entire value chain, from production country and production facility to the product in store.

We focus our efforts on identifying the most significant risks and the best ways to manage them. Some risks are more challenging and complicated because they might be culturally based, or could require fundamental changes throughout the industry in a particular country. Gina Tricot has a set of policies, agreements, and codes that covers all the topics described above.

	Risk category	Description of risks and opportunities	Risk mitigation measures
Environmental and climate risks	Climate risks <i>Environmental pollution, Water overuse, Climate change and Deforestation</i>	Harm to people and environment, Reduced quality of life, Damaged reputation, Fines, Penalties. <i>Opportunity:</i> New, innovative production and fibre technologies as well as new circular business models.	Minimise business climate impact, Water stewardship work, Risk analysis per country, Supplier evaluvation, Supplier follow-up.
	Responsibility risks <i>Regulatory violations</i>	Injuries, Reduced quality of life, Damaged reputation, Lawsuits, Fines.	Risk analysis per country, Supplier evaluation, Supplier follow-up.
Human risks	Working conditions in the supply chain <i>Human rights violations, Illegal and Unethical overtime, working conditions, employment, and wages</i>	Injuries, Reduced quality of life, Damaged reputation. <i>Opportunity:</i> Long-term suppliers leading to better production quality and climate work.	Supplier follow-up.
	Diversity and lack of key employees <i>Inability to recruit or retain competent staff, Discrimination, Decreased engagement, Diversity and Inclusion issues</i>	Difficulties in attracting and retaining competent employees, Reduced quality of life, Decreased productivity, Damaged reputation. <i>Opportunity:</i> Modern, inclusive employer with satisfied employees who want to deliver something extra.	HR. Work to remain an attractive employer, Internal policies, Continuous training for staff.
Financial risks	Increased competition <i>New competitors on the market, Entering new markets or areas</i>	Lost business opportunities. <i>Opportunity:</i> New business opportunities.	Industry/market surveillance, internal innovation programmes.
	Increased costs <i>Increased raw material cost, Increased labour costs, increased rental costs, currency fluctation</i>	Lower margin.	Close supplier dialogues, market surveillance, capacity bookings (material, production), currency interim manage-ment.
	Financial instability <i>Economic slowdown</i>	Loss of sales.	External monitoring, market surveillance.
Operational risks	Production disruption <i>Lack of suppliers, Lack of materials, Production stoppages</i>	Product loss, Sales loss.	Risk analysis per country, Supplier evaluation.
	Product quality and safety <i>Insufficient quality, Lack of product safety, Regulatory violations</i>	Sales loss, Damaged reputation, Lawsuits, Fines.	Product risk assessment, Production quality control, Product compliance tests.
Business risks	Risks to ethical practices <i>Corruption, Bribery and Money-laundering risks</i>	Damaged reputation, Fines, Lawsuits.	Internal and external policies, Risk analysis per country, Supplier evaluation.
	Risks linked to force majeure, such as: <i>Pandemics, Various attacks, Cyber-disruption</i>	Production disruption, Hacks, Information risks.	External monitoring, Internal and external policies, Crisis management routines, GDPR praxis.










materiality analysis

Our sustainability work and sustainability report are based on a materiality analysis. The most recent materiality analysis was carried out in 2015. The update planned for 2020 was postponed due to the world situation and society's current strong focus on the pandemic. The analysis will be carried out in 2021.

Working with our materiality analysis included in-depth interviews with stakeholders and a workshop with our management and relevant senior executives. Minor updates were made in 2016 and 2017 to take the impact perspective into account. Each year, we also summarise the issues that have come up in the ongoing dialogue we have with our stakeholders (see p 9), and no significant changes emerged in this regard during 2020.

Our materiality analysis resulted in a list of our most material topics, which are presented in the sustainability management table below. These aspects also serve as the core of our sustainability report for 2020.

sustainability management table

Sustainable Development Goals	Topics	Management/Policies	Aim	2020 Activities	Follow-up and Consequences	Responsibility
	Animal welfare issues	We have implemented the Swedish Trade Confederation Animal Welfare Policy. The policy is a part of our general agreement with all our suppliers.	Its purpose is to ensure a long-term approach to animal materials in our products and minimise the risk of our products being linkable to mistreatment or unethical handling of animals. Implementation of the Swedish Trade Confederation Animal Welfare Policy demonstrates our stance and desire to lead industry practices.	Participation in the Swedish Trade Confederation network on animal materials. Ban on alpaca and cashmere in production. Introduction of recycled down as a fibre type in our products.	Our own supplier visits. Follow-ups of new material choices with purchasing team. Products that do not meet the requirements of our Animal Welfare Policy will be stopped in the planning stage. The consequence of failure to meet the requirements of the Animal Welfare Policy is that we will be required to halt our association with the Swedish Trade Confederation Animal Welfare Policy.	CSR and Quality Manager
	Anti-corruption	We have an internal anti-corruption policy and guidelines. Our efforts to prevent corruption and promote healthy competition are based on Swedish legislation and the Swedish anti-corruption Institute Business Code.	All the relationships in which our company is engaged will be characterised by good business ethics. Putting the company's best interests ahead of lining one's own pockets makes us a better company in the long term.	General anti-corruption information communicated to employees. General agreement update regarding anti-money laundering issues.	Whistleblowing portal for all stores and the head office where irregularities can be reported anonymously. The portal is available to all employees in Sweden. Incident reporting via the intranet.	CFO
  	Environmental impact of suppliers	amfori Code of Conduct Environmental policy Climate and water strategy	The aim is to ensure an environmentally efficient production process in which our environmental requirements are met and/or exceeded. Both short-term and long-term environmental gains are rewarded.	amfori audits, our own supplier visits, and WWF WRF mapping. Climate data mapping at top 20 Tier 1 suppliers (approximately 90 % of buying volume). Participation in Better Cotton.	Part of supplier evaluation and production planning where we strive to give preference to suppliers with good environmental initiatives. If we discover that our environmental requirements are systematically not met, all production with the supplier in question will be suspended.	Production and Sustainability Manager CSR and Quality Manager
	Economic performance	Internal financial goals.	The aim is to ensure a financially sustainable business over time. Ensuring that the business delivers according to its goals and the expectations of its owners, board, and management.	Quarterly forecasts.	Audits and monthly checks with the board and owners. The consequence of failure to meet financial goals will be corrective action plans to ensure goal attainment.	CEO
  	Energy and air emissions	Sustainability strategy Transport policy Travel policy Green electricity contract at head office and stores with their own green contracts.	The purpose of our efforts is to ensure that we reduce the environmental impact of our business. Our product transport activities from the production country to sales markets have a significant negative impact on our climate. We also have some impact in relation to our own energy use.	Corrective actions in accordance with energy mapping. Efforts to reduce the amount of air shipments. Increase the share of company cars that are clean vehicles. Continuous increase of stores with LED lighting. Mapping of store energy consumption and energy sources.	Map environmental impact and set clear goals through STICA. Climate compensation for part of our known GHG emission impact during 2020. Monthly follow-up of modes of transport and follow-up of travel. Annual review of energy consumption. The reasons for any increases in air shipments must be explained. Air transport must not be used systematically. Increases in energy use must be explained and corrective action must be taken as soon as possible.	Logistics Manager HR Manager Head of Expansion Purchasing Manager

Sustainable Development Goals	Topics	Management/Policies	Aim	2020 Activities	Follow-up and Consequences	Responsibility
<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>	Materials	Sustainability strategy 2028 material commitments Purchasing strategy Animal Welfare Policy Material strategy, Product strategy, Packaging material strategy, Climate and water strategy	The aim is to ensure that the materials chosen for our products meet our quality requirements and contribute to our commitment of using only environmentally sustainable products by 2028.	Quality goal (<1 % returns) Training and follow-up meetings with purchasers. Find new more sustainable materials, increase amount of third-party certifications such as the Nordic Swan Ecolabel, increase amount of environmentally friendly wet processes in denim production, increase amount of organic cotton. Update general agreements and related supplier handbook	Good Project product sales – Preliminary Good Index Return statistics Returns are followed up with the supplier in question. Recurring cases of deficient quality or other breaches of our product requirements will entail financial consequences for our suppliers.	Production and Sustainability Manager CSR and Quality Manager
<div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div></div>	Non-discrimination, diversity and gender equality	Gender equality, diversity and non-discrimination plan	As a company, we seek to be a role model for equal rights and opportunities in society. Our internal efforts are part of our employer value proposition and aim to ensure we have the right skills to achieve our goals.	The Swedish Trade Confederation network. Training in psychosocial work environment topics and labour law. Salary review. Mapping of female leadership in production. Signing UN womens Women Empowerment Principles (WEPs)	Annual staff appraisals Employee surveys conducted every second year. Action plan drawn up based on results of employee survey.	HR Manager
<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>	Occupational health and safety	Safety portal on the intranet Safety policy, rehabilitation policy and work environment manual	Employees in good health and spirits contribute to a profitable company, benefit society, and are important from the perspective of the individual.	Preventive health and safety efforts – in stores, warehouses, logistics and the head office. Offering company healthcare services, massages and wellness allowances. Safety training, safety rounds, and safety checks in stores. Covid-19 health measures.	Accident and incident reporting. Follow-up talks with employees.	HR Manager Security Manager
<div><div>6 CLEAN WATER AND SANITATION</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>	Product responsibility	Environmental policy Supplier requirements Restricted substances list Product strategy Product safety requirement for Children's wear	We aim to ensure all products are safe to use, and meet our customers' expectations and statutory requirements.	Maintain product safety requirements for all product categories. Third-party and our own quality controls in production. Visits to suppliers.	Inventory spot checks. Continuous product risk assessment, chemical and quality testing prior to production. Quality controls in production. If prohibited chemical substances/contents are discovered, the products will be stopped, if possible, before production and shipping, and they will be destroyed if no other option is possible.	CSR and Quality Manager
<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>	Social conditions of suppliers, child labour, and forced or compulsory labour	amfori Code of Conduct Bangladesh Accord Syrian Refugee Policy, Turkey UK Modern slavery act Production strategy Women's empowerment strategy	The aim is to strive for a safe and secure work environment for workers in factories that manufacture for Gina Tricot, and for suppliers to respect human rights and the UN Convention on the Rights of the Child.	amfori audits and our own follow-up visits. Review of audit logs outside the scope of amfori. UNICEF partnership to prevent child labour. Accord inspections.	Part of supplier evaluation and production planning, where we strive to give preference to suppliers with high social standards. If suppliers violate human rights or the UN Convention on the Rights of the Child, production with this supplier will be suspended immediately and a corrective action plan will be prepared. If other requirements are not met, a corrective action plan will be prepared in coordination with the supplier.	Production and Sustainability Manager CSR and Quality Manager Those responsible at the local purchasing offices

gri index

GRI 101: Foundation 2016

GENERAL DISCLOSURES	DISCLOSURES	COMMENTS AND OMISSIONS MADE	PAGE
GRI 102: GENERAL DISCLOSURES 2016	102-1 Name of the organisation.	Gina Tricot AB (part of the Nordic Fashion Group)	4
	102-2 Primary brands, products and services.		4
	102-3 Location of the organisation's headquarters.		4
	102-4 Countries where the organisation operates.		4
	102-5 Ownership and legal form.	Gina Tricot is a limited company that is included in Nordic Fashion Group, where the largest owner is Frankenius Equity AB. In addition, private investors are co-owners. A selection of these includes JA Appelqvist Holding AB and Grebbeshult Holding AB.	
	102-6 Markets served.	Stores are located in Sweden (79), Denmark (15), Finland (22), and Norway (35). An additional 26 European countries are served by e-commerce sales.	4
	102-7 Scale of the organisation.	Number of employees 1,486 Consolidated annual sales: 1 767 631 SEK For Nordic Fashion Group AB	
	102-8 Total number of employees by employment type, gender and region.	Total number of employees: 1,486 Number of employees per country: Sweden: 720 Norway: 387 Denmark: 126 Finland: 244 Bangladesh: 9 Number of employees by type of contract (permanent or temporary) per country. The numbers are approximate, we do not have a system that supports this. Sweden: Permanent: 645 Temporary: 75 Norway: 387 in total. No information on types of contract available. Denmark: Permanent: 126 Temporary: 0 Finland: Permanent: 177 Temporary: 67 Bangladesh: Permanent 9 China: 10 (Consultants) Turkey: 1 (Consultant) Myanmar: 1 (Consultant) We are unable to report the percentage of full-time and part-time employees by country or gender. A very small percentage (<2 %) of our total employees are contracted, and therefore are not directly employed by Gina Tricot. The average number of employees is reported in our annual report. All employee figures in this sustainability report are reported as at 31 December.	

DISCLOSURES	COMMENTS AND OMISSIONS MADE	PAGE
102-9 The organisation's supply chain.		13-14
102-10 Significant changes to the organisation's size, structure, ownership or supply chain during the reporting period.	We have a total of 151 stores, which is 19 fewer stores than the previous year. In total, we opened 2 new stores, relocated 3 stores and closed 16. All Gina Tricot stores in Germany closed during 2020.	
102-11 Application of the Precautionary Principle.		31
102-12 Externally-developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes, or which it endorses.		4, 46
102-13 Main memberships of industry or other associations, and national or international advocacy organisations.		46
STRATEGY		46
102-14 Statement from CEO.		5
ETHICS AND INTEGRITY		
102-16 Values, principles, standards and norms of behaviour.	The amfori Code of Conduct is communicated to suppliers and is available in local languages. All employees are subject to our Corporate Compliance Programme and internal anti-corruption guidelines. All employees undergo training in values, anti-corruption, data protection, competition legislation, trade sanctions and the whistleblower system, which is a part of the Corporate Compliance Programme.	
GOVERNANCE		
102-18 Governance structure of the organisation, including committees, and committees responsible for decision-making on economic, environmental and social topics.	The board is involved in preparing the sustainability report. The Sustainability Group reports to the board on an ongoing basis.	49-50
STAKEHOLDER ENGAGEMENT		
102-40 Stakeholder groups engaged by the organisation.		9
102-41 Percentage of total employees covered by collective bargaining agreements.	All employees in Sweden are covered by collective bargaining agreements. Other countries follow the provisions of the collective bargaining agreements.	
102-42 Basis for identifying and selecting stakeholders with whom to engage.		9
102-43 Approach to stakeholder engagement, including frequency of engagement by type and stakeholder group.		9
102-44 Key topics and concerns that have been raised through stakeholder engagement, including how the organisation has responded to those key topics and concerns.		9

DISCLOSURES		COMMENTS AND OMISSIONS MADE	PAGE
REPORTING PRACTICE			
102-45 Entities included in the consolidated financial statements and whether any of them are not covered by the sustainability report.		This sustainability report covers Gina Tricot AB and the sales companies in each of the 4 countries where we have stores. Our financial reporting and employee information also cover Nordic Fashion Group AB.	
102-46 The process for defining the report content and the topic Boundaries.			48
102-47 Material topics identified in the process for defining report content.			48-50
102-48 The effect of any restatements of information given in previous reports, and the reasons for such restatements.		Any restatements of information are always reported in connection with the reported indicators. No other information has been changed in comparison to previous reports.	
102-49 Significant changes from previous reporting periods in the list of material topics and topic Boundaries.		No significant changes have been made.	
102-50 Reporting period.		The reporting period is the 2020 fiscal year.	
102-51 Publication date of the most recent previous report.		April 2020	
102-52 Reporting cycle.		Annual	
102-53 Contact point for questions regarding the report or its contents.		Rebecca Watkins, CSR and Quality Manager, rebecca.watkins@ginatricot.com	
102-54 Choice of reporting option.		This report has been prepared in accordance with the GRI Standards: Core option.	
102-55 GRI Index.			51-57
102-56 External assurance.		This report has not been externally assured.	

Gina Tricot	sustainability report	54	
MATERIAL TOPICS	DISCLOSURES	COMMENTS AND OMISSIONS MADE	PAGE
ECONOMIC PERFORMANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	Our financial performance is clearly limited to our business, in accordance with financial reporting and accounting rules. Several entities are in turn affected by our financial performance, such as our suppliers who require payment for products and services they deliver, employees who expect salaries for work performed, and our owners who seek a return on their investment.	
	103-2, 103-3 Description and evaluation of the management approach.		49
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed.	Value (in SEK million) Net sales: 1,768 (2,006) Operating costs: -1,304 (-1,500) Employee wages and benefits: -271 (-338) Interest: -7 (-6) Taxes: -72 (-87) Community investments: -3 (-4) Economic value retained: 111 (71) Liabilities: 1,026 (1,178) Equity: 520 (428) Sold products (number of items): 12,464,244 (14,568,158) The figures above are consolidated figures for Nordic Fashion Group AB	
ANTI-CORRUPTION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		26, 49
	103-2, 103-3 Description and evaluation of the management approach.		26, 49
GRI 205: Anti-corruption 2016	205-2 The percentage of employees who have received training on the organisation's anti-corruption policies and procedures.	All new employees receive an introduction to company policies, and all employees have access to these policies via internal systems.	26
	205-3 Confirmed incidents of corruption and actions taken.		26
MATERIALS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		28-30, 35
	103-2, 103-3 Description and evaluation of the management approach.		28-30, 35, 50
Other disclosure	Own indicator: List of more sustainable materials. Total % of garments produced using more sustainable materials.		28
ENERGY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		40-41
	103-2, 103-3 Description and evaluation of the management approach.		40, 44, 49
GRI 302: Energy 2016	302-1 Energy consumption within the organisation.		44

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Material Topics		Disclosures		Page
Emissions				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary.		40-42
	103-2, 103-3	Description and evaluation of the management approach.		35-44, 49
GRI 305: Emissions 2016	305-1	Total direct greenhouse gas emissions (Scope 1)		41
	305-2	Total indirect greenhouse gas emissions (Scope 2).		
	305-3	Other relevant indirect greenhouse gas emissions (Scope 3).		41
Environmental Impact of Suppliers				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary.		40-42
	103-2, 103-3	Description and evaluation of the management approach.		12, 15, 40-42, 49
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken.		12, 15, 41-42
Occupational Health and Safety				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary.		24-26
	103-2, 103-3	Description and evaluation of the management approach.		24-26, 50
GRI 403: Occupational Health and Safety 2016	403-1	Occupational health and safety management system.		26, 50
	403-2	Hazard identification, risk assessment, and incident investigation.	Most injuries are a result of employee accidents or momentary carelessness. The HR and Security departments follow up all injuries and evaluate any need for measures, in cooperation with safety representatives.	26, 50
	403-3	Occupational health services.		26, 50
	403-4	Worker participation, consultation, and communication on occupational health and safety.		26, 50
	403-5	Worker training on occupational health and safety.	HR and Security department cooperate with safety representatives in our office, warehouse, and stores.	26, 50
	403-6	Promotion of worker health.		26, 50
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships.		12, 15
	403-9	Work-related injuries.	All work-related injudies are included; physycal as well as mental. This includes all employees at our offices, warehouse, and stores.	26
Diversity and Equal Opportunity				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary. Diversity, equal opportunity and non-discrimination are clearly linked in our efforts.		25
	103-2, 103-3	Description and evaluation of the management approach. Number of employees in each age group.		25, 50
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity reported for senior executives and other staff.		26

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MATERIAL TOPICS	DISCLOSURES	COMMENTS AND OMISSIONS MADE	PAGE
NON-DISCRIMINATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		25
	103-2, 103-3 Description and evaluation of the management approach.		25, 50
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken.		25
CHILD LABOUR			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		22, 50
	103-2, 103-3 Description and evaluation of the management approach.		12, 15, 22, 50
GRI 408: Child Labor 2016	408-1 Operations and suppliers considered to have significant risk for incidents of child labour, and measures taken intended to contribute to the effective abolition of child labour.	Suppliers at the most significant risk for child labour are those based in Bangladesh, where family situations are often very difficult. It is not uncommon that parents are forced to put their children in work to earn extra income for the family.	22-23, 50
FORCED OR COMPULSORY LABOUR			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	Another risk in many production countries is the prevalence of temporary employments. During peak season or holiday season, some suppliers tend to rely on seasonal workers. This is a problem,because typically, these types of employment situations lack stability and security. The country at the most significant risk for this is Turkey, due to the vast amount of refugees fleeing to the country from Syria.	12, 50
	103-2, 103-3 Description and evaluation of the management approach.		12, 15, 50
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour, and measures taken intended to contribute to the elimination of all forms of forced or compulsory labour.	Illegal and precarious employments.	12-13
SOCIAL CONDITIONS IN OUR SUPPLY CHAIN			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		12-15
	103-2, 103-3 Description and evaluation of the management approach.		12-15, 50
GRI 414: Supplier Social Assessment 2016	414-1 Percentage of new suppliers that were screened using social criteria.		15
	414-2 Negative social impacts in the supply chain and actions taken.		12-17
PRODUCT RESPONSIBILITY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		31
	103-2, 103-3 Description and evaluation of the management approach.		31, 50
GRI 416: Customer Health and Safety 2016	416-1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.		31

MATERIAL TOPICS	DISCLOSURES	COMMENTS AND OMISSIONS MADE	PAGE
ANIMAL WELFARE ISSUES	GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	30
		103-2, 103-3 Description and evaluation of the management approach.	30, 49
	Other disclosures	Indicator not available, reporting refers only to management disclosures.	

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Gina Tricot AB, corporate identity number 556534-8843

Engagement and responsibility

The board of directors is responsible for the statutory sustainability report for the year 2020 and for ensuring that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12, The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Gothenburg, April 2021
Öhrlings PricewaterhouseCoopers AB

Fredrik Göransson

Authorised Public Accountant

This sustainability report is issued by the Board of Directors of Gina Tricot, corporate identity number 556534-8843:

Directors

Paul Frankenius
Fabian Månsson
Emilia de Poret
Felix Kreyer
Victor Appelqvist

Deputies

Annette Appelqvist

Approved by the board of directors, April 2021.

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