

A woman with blonde hair, wearing a strapless denim jumpsuit, stands on a concrete pier. She is looking out at the ocean. The pier has metal railings and a concrete piling. The water is a deep teal color with gentle waves.

# 2021 sustainability report

**gina**tricot



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# introduction





## about gina tricot

**Gina Tricot AB is a Swedish fashion company that offers feminine fashion for women, as well as children and youth fashion and home décor. The company was launched in 1997 and currently operates more than 150 stores in Sweden, Denmark, Finland and Norway.**

An additional 26 countries are served by e-commerce and business-to-business sales. The company's headquarters are 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 tenth sustainability report prepared in accordance with GRI guidelines.



highlights of our actions towards a more sustainable business



joining the  
**Textile Exchange 2025  
recycled polyester  
challenge**



**stronger together**

Teaming up with Science Park Borås and PaperTale for a full-transparency collection, where every aspect of the ecological, social and economic impact is traced.



**turning textile waste  
into a resource**

Joining the **Circular Fashion Partnership** in Bangladesh with the ambition to turn textile waste into a resource



**gina tricot lab**

Launching our sustainability innovation program Gina Tricot Lab.

Read more at  
<https://www.ginatricot.com/se/gina-lab>

we are part of a  
**continuously  
changing industry**

We are part of a continuously changing industry, where new national and international sustainability initiatives and regulations become reality each day. For example, the European Union is currently in the process of determining a strategy for sustainable textiles. The aim of the initiative is to establish a comprehensive framework to create conditions and incentives to boost the competitiveness, sustainability, and resilience of the EU textile sector, by identifying textile-specific and horizontal actions along the whole value chain. The proposed legislation on producer responsibility for textiles in Sweden is another example of a change that is underway; this involves requirements for a national system for collection of textile waste, with a view to reducing the amount of textile materials in residual waste and increasing reuse and materials recycling. During 2021, an ongoing discussion has taken place on a national level regarding the proposed introduction of a chemical tax on clothes and shoes, which was planned to apply from 2022. This proposal was rejected by the government in September but is expected to be the subject of renewed discussion in the future.



## the year in brief

### **2021** a year with focus on recovery and gratitude: we can move forward, step by step, to a new normal.

With the lessons and experiences from the Covid-19 crisis, we are emerging with an even stronger approach in terms of Gina Tricot as a company. The direction and the strengths of our company are clearer than ever before.

I want to thank all our employees for the extraordinary individual efforts and teamwork that everyone has invested during these times. I am overwhelmed by the engagement and passion demonstrated by all our colleagues around the globe. In my opinion, this time is defining Gina Tricot as a culture-orientated, value-driven company, and I couldn't be prouder!

With a strong focus and accelerated investments in digitalization, such as e-commerce and business-to-business, we are well equipped for the future. In addition, our focus in sustainability has also been further defined during the year. Speeding up and doing more is our motto.

We worked with several new projects in this area, including our Gina Lab sustainability innovation programme, where we truly collaborated across borders with scientific experts and

innovators to focus on the fashion of tomorrow.

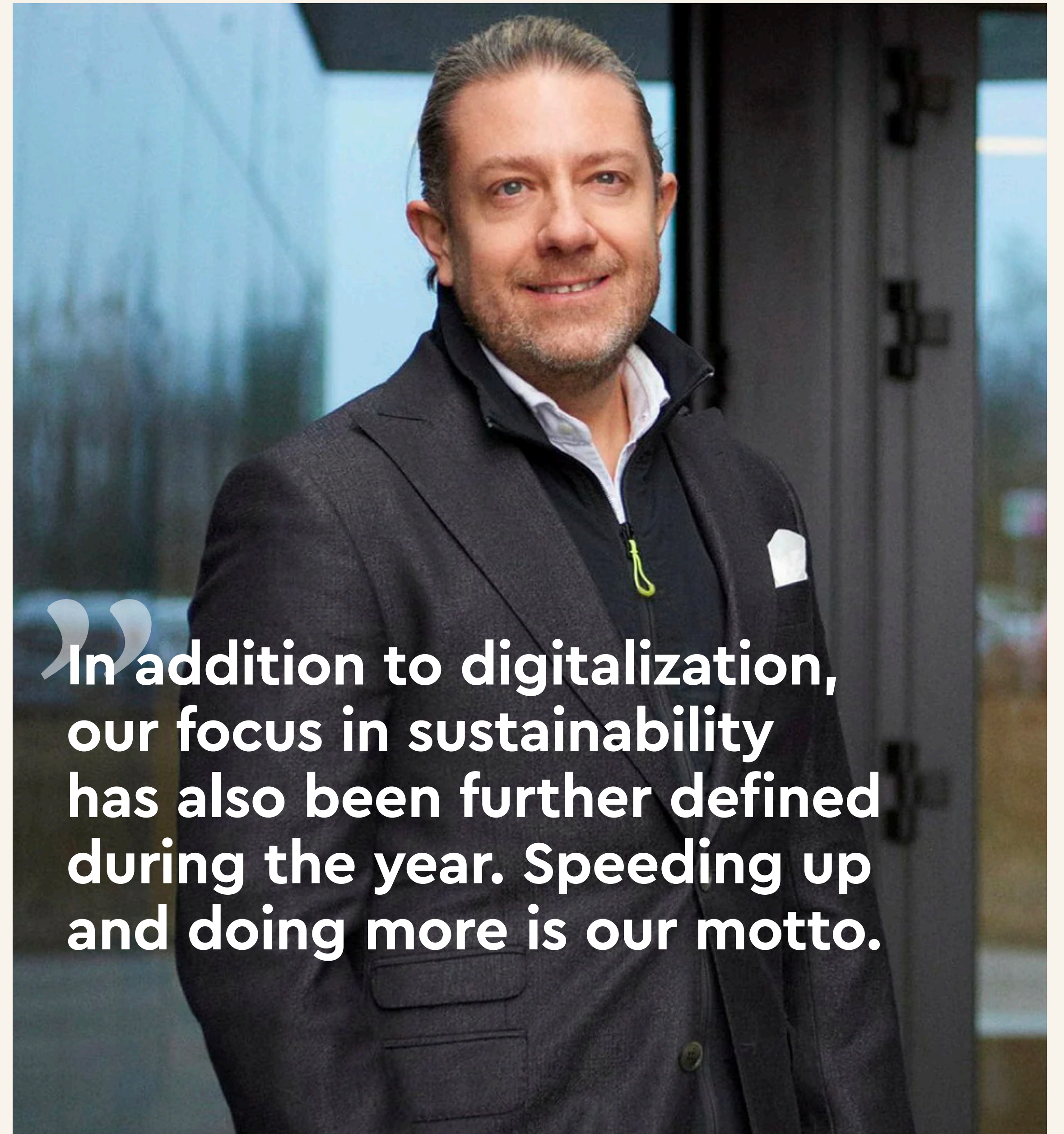
Our vision is to team up with our customers to offer the most sustainable and circular choice in all customer touch points. Understanding the importance of challenging ourselves together with the customers is the key to success. The new normal must be the best choice for our planet. Sustainability and circularity must merge, and this concerns all of us.

During the year our sustainability goals were updated; we have ambitious goals that we continuously develop to remain at the forefront and to secure Gina Tricot's future growth and a sustainable profitability. We are determined to be a part of the solution and to work together across borders for people, the planet, and a better product!



Ted Boman,  
CEO Gina Tricot

**”In addition to digitalization, our focus in sustainability has also been further defined during the year. Speeding up and doing more is our motto.**







”By the end of 2021,  
we had more sustainable  
materials in 59 % of  
our products

## our pledges

Our goals are continuously updated to ensure that we are aligned and can adapt to a rapidly changing world and industry.

### our 2021 progress and sub-targets towards 2028 pledges:

#### Products made from materials that are more environmentally sustainable;

- By end of 2021, we had more sustainable materials in 59 % of our products\*
- By 2023, all our denims will be produced with water and energy saving processes
- By 2025, all of our animal fibres will have third-party certification
- By 2025, a minimum of 50 % of all our polyester will be from recycled-fibre sources

#### Products designed for a circular economy:

- Gina Lab has achieved record performance in introducing new and innovative materials in our collection developed for the fashion of tomorrow

#### All our products will be transported and packaged in a sustainable manner:

- In 2021, 20 % of all our products were packed in 100 % recycled polybags; the goal is to achieve 100 % recycled polybag packaging by 2022
- Introducing Repack as a circular e-commerce packaging solution

\*Read more about our more sustainable materials on page 29

### by 2028:

**All our products will be made from more environmentally sustainable materials** (read more about sustainable materials on page 29) **which are;**

- **Produced in a more sustainable manner for people and the planet** (read more in the people section)
- **Designed for a circular economy**

**All our products will be transported and packaged in a sustainable manner.** This for example means recyclable and recycled materials, and whenever possible the packaging material is avoided.

**By 2028, our business in Gina Tricot 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 are determined to be part of making the fashion industry more sustainable by setting tough commitments that permeate our entire organization and value chain. We are dedicated to being part of the solution!



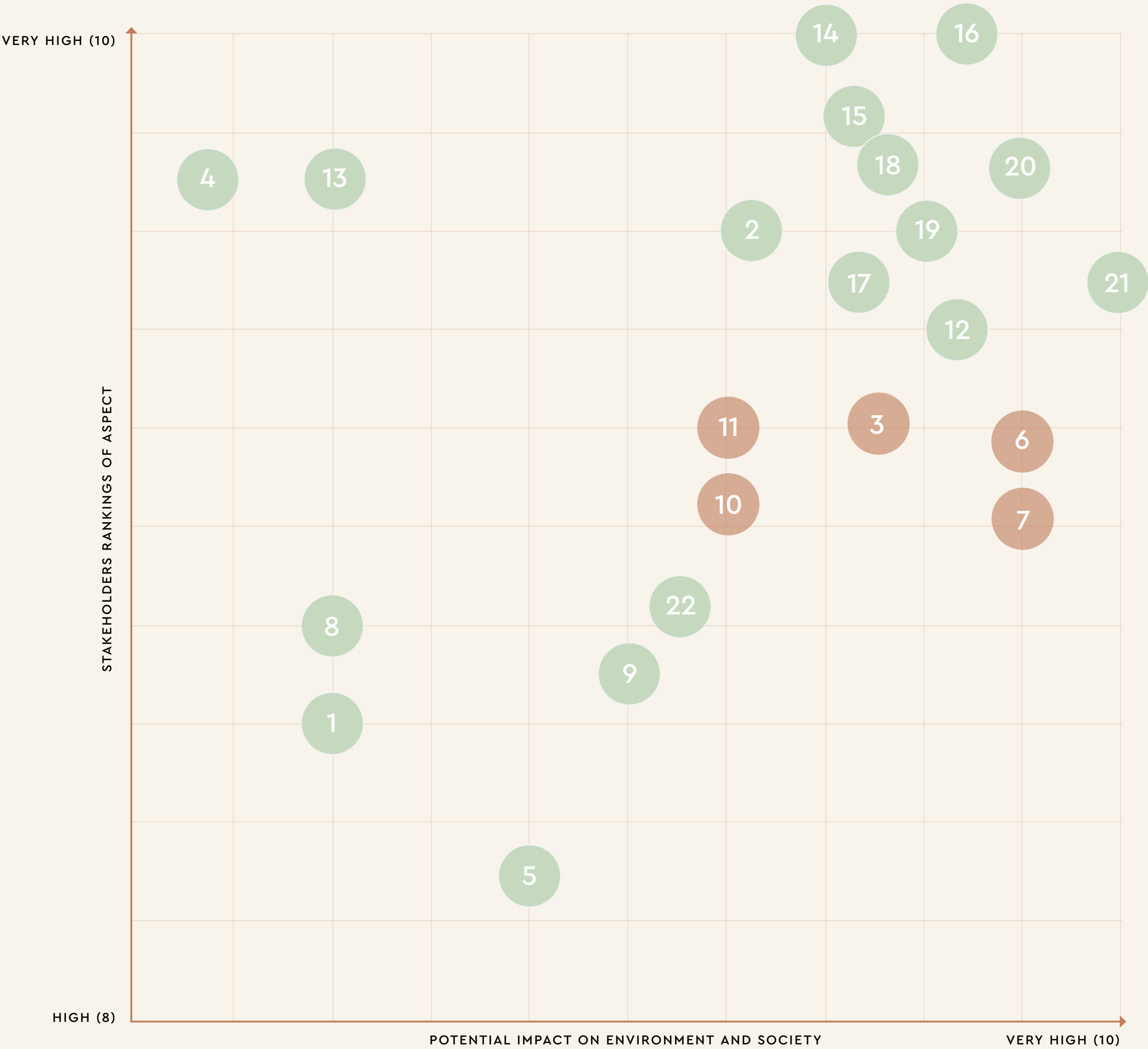
# materiality analysis

During 2021, we updated our materiality analysis. We conducted a thorough stakeholder dialogue, where we surveyed representatives for all our primary stakeholders – customers, employees, owners, suppliers, and our partnering NGOs. For other NGOs, students, media, and researchers/scientists, we conducted a desktop analysis. We also held a workshop with our management team to discuss the results of the materiality analysis, as well as interlinked risks and opportunities.

Accordingly, we found that the three most important aspects to our stakeholders are linked to social sustainability in our supply chain: human rights, health and safety, and wages. We have been working actively with these aspects since Gina Tricot was founded and will continue to do so.

We recognize the importance of all aspects in the materiality analysis, but moving forward, we have identified certain areas where we must intensify our work if we want to meet the expectations of our stakeholders and our own ambitions. These are highlighted in the table to the right as focus areas going forward-

The materiality analysis also resulted in the addition of three GRI indicators for reporting: GRI 401, 404 and 306.



**BASIC QUESTIONS**

which we continue to have high focus on

**FOCUS QUESTIONS**

where we will increase our efforts going forward

**FINANCE AND BUSINESS ETHICS**

- 1 Financial result
- 2 Anti-corruption/Business Ethics

**PRODUCT RESPONSIBILITY**

- 3 Quality and environmental responsibility in design
- 4 Product responsibility
- 5 Responsible marketing

**ENVIRONMENT/ SUSTAINABLE RESPONSIBILITY**

- 6 Environmental impact in production
- 7 Environmental impact from transportation
- 8 Environmental impact stores, offices and warehouse
- 9 Environmental impact user phase
- 10 Product second life
- 11 Product end-of-life
- 12 Sustainability in raw material production
- 13 Animal rights / Animal protection

**PRODUCTION RESPONSIBILITY**

- 14 Health and safety supply chain
- 15 Wage level supply chain
- 16 Human rights supply chain
- 17 Over time supply chain

**EMPLOYEE RESPONSIBILITY / COMMUNITY RESPONSIBILITY**

- 18 Anti-discrimination
- 19 Working conditions and development Gina Tricot employees
- 20 Health and safety Gina Tricot employees
- 21 Diversity and equality
- 22 Social engagement/engagement local community





Felicia Lundberg, from XV Production

# interview with Felicia Lundberg from XV Production

*What does sustainability mean to you?*

I see sustainability as a tool that helps define the boundaries for our life on this planet. Sustainability tells us how to understand and meet the needs of today without compromising on the needs of the future.

*What do you think about the future of sustainable fashion?*

I hope that there will be no such thing as sustainable fashion one day. My wish is for all the fashion of tomorrow to be sustainable.

*The fashion industry needs to move from a linear to a circular business model to be able to decrease greenhouse gas emissions. What are your thoughts on accessible ways to experience and engage in circular fashion, such as remake, reuse, repair and recycle?*

We need to talk about this in two ways. Firstly, clothes need to be produced in good quality, so they will last. We need to design for longevity so that clothes can be used in their original form and are suitable for both remake and repair.

I think that many customers are interested in both consuming more thoughtfully and taking care of their clothes through mending, remaking and upcycling. It's up to the companies to present and offer better clothes, as well as tools for taking proper care of clothing in the best possible way. Fashion producers need to take responsibility for the clothes they produce, by making sure these items have a long lifespan and by offering ways to recycle them afterwards.

*When you hear the word transparency, what is the first thing that comes to mind?*

Transparency is what happens when companies are proud of their process and the conditions of everyone involved in that process. I think the day that companies are proud of their production chain is the day that we will see more transparency in the fashion industry.

Consumers need transparency to make the right choices. The more we know, the better our decisions will be. The more we appreciate what we have, the longer it lasts, and the less we need. By understanding and appreciating the value of a garment, we learn how to live with less.

*What would you say are the main challenges and possibilities that face the fashion industry on its journey towards full transparency?*

The main challenge in transparency is that most of our production happens far from where the clothes are sold. It can be very difficult to know the conditions of production. I think that many companies can't offer transparency because they don't even have the information themselves. Therefore, this is the first challenge: to track every aspect of the production process with accuracy.

A big challenge in the journey towards full transparency is that the production chain of a garment is quite complex and has many aspects. The process includes raw materials, spinning, weaving/knitting, dyeing and finishing, manufacturing, cutting and sewing, notions, and transport. There are a lot of moving parts, and you have to figure out how to keep track of the whole chain from fibre to finished garment. However, if a company makes that extra effort, I think that it probably would be quite easy to figure out what the company can do better.

*What do you think about Gina Tricot and our sustainability actions?*

I think Gina Tricot is really good at testing new concepts for fashion and production. We have worked with Gina Tricot for almost three years, and during that time, I've seen a lot happen in terms of both ideas and actions. I look forward to following Gina's journey from sustainability on a project level to full-scale production sustainability!

## Felicias top three pieces of advice for our customers that want to be more sustainable:

### 1. cherish your clothes

Cherish your clothes and build a wardrobe that you love. If you do that, I believe you will take care of each and every garment, and your garments will have a long life.

### 2. choose good quality

If you buy new clothes, choose items of good quality. Otherwise, second hand is a good choice.

### 3. reuse & remake

If you're not using a garment that is still in good condition, don't just let it hang in the cupboard or throw it away. You can remake it into something new, give it to a friend, or sell it.



# 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.





## made in

We believe in maximizing and consolidating production with as few suppliers as possible. This gives us priority with suppliers and the possibility to influence our cooperation with them, not least in sustainability. We also believe in long-term business relations; for example, our biggest supplier today was also our first supplier in 1998. Overcoming and finding solutions to problems and growing together is our mutual strategy and vision. Our suppliers are crucial to our success. Ethical business is a cornerstone of Gina Tricot, and we are very proud of our work in production.

Consolidating our orders also creates very close cooperation with our most important suppliers – we call them our key business partners. 91,1 % of our capacity is consolidated with 20 suppliers.

Gina Tricot does not own any factories. All garments are made by independent suppliers across the world, primarily in Turkey. Turkey has always been the heart and the biggest production country for Gina Tricot, with a share of almost 35 %. We can be responsive and close to our customer demand if we produce close to this demand. This means shorter transportations, more flexibility, and shorter decision times, which in the end leads to less overproduction.

■ Gina Tricot purchasing markets based on purchasing value. External brands are not included. Number in parenthesis represents last years numbers.

■ Local presence

Sweden, Italy, Poland, Vietnam and external brands: 8,9%

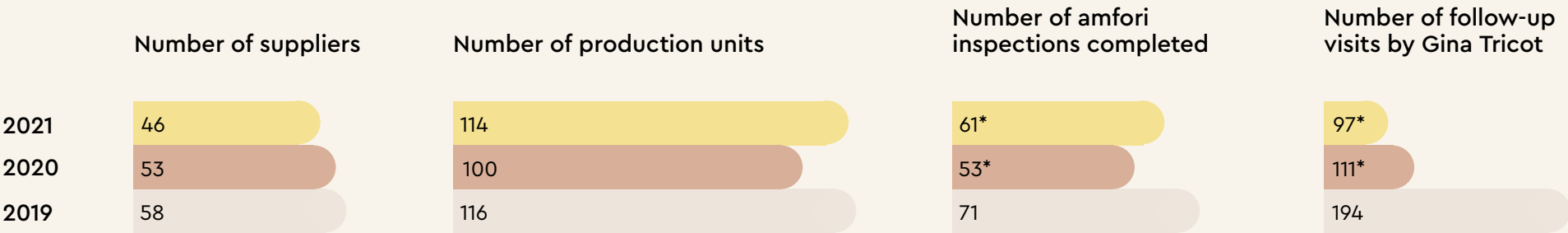


# fair production

At Gina Tricot we believe in doing business in a good way, with fairness for all involved. The backbone of our social responsibility work is our local presence.

With our own corporate social responsibility staff on location in our production countries, we are able to conduct personal supplier visits to monitor manufacturing processes and ensure that employees' working environments live up to our standards. 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. We strive to ensure that every worker in our supply chain is respected, feels safe, and is financially secure. This is an ongoing job, and we will continue to visit and work to improve the production situation further down the supply chain. Beyond our own social audits our suppliers are also third party audited by amfori. These audits are performed regularly and in line with the amfori Code of Conduct including, but not limited to no discrimination, violence or harassment, decent working hours, occupational health and safety and no child labour. Read further about amfori at <https://www.amfori.org/>

## Supplier status



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.*

## 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 baseline and minimum requirements

**Regular Gina Tricot audit visits**, both unannounced and announced, to make sure that our own standards are met

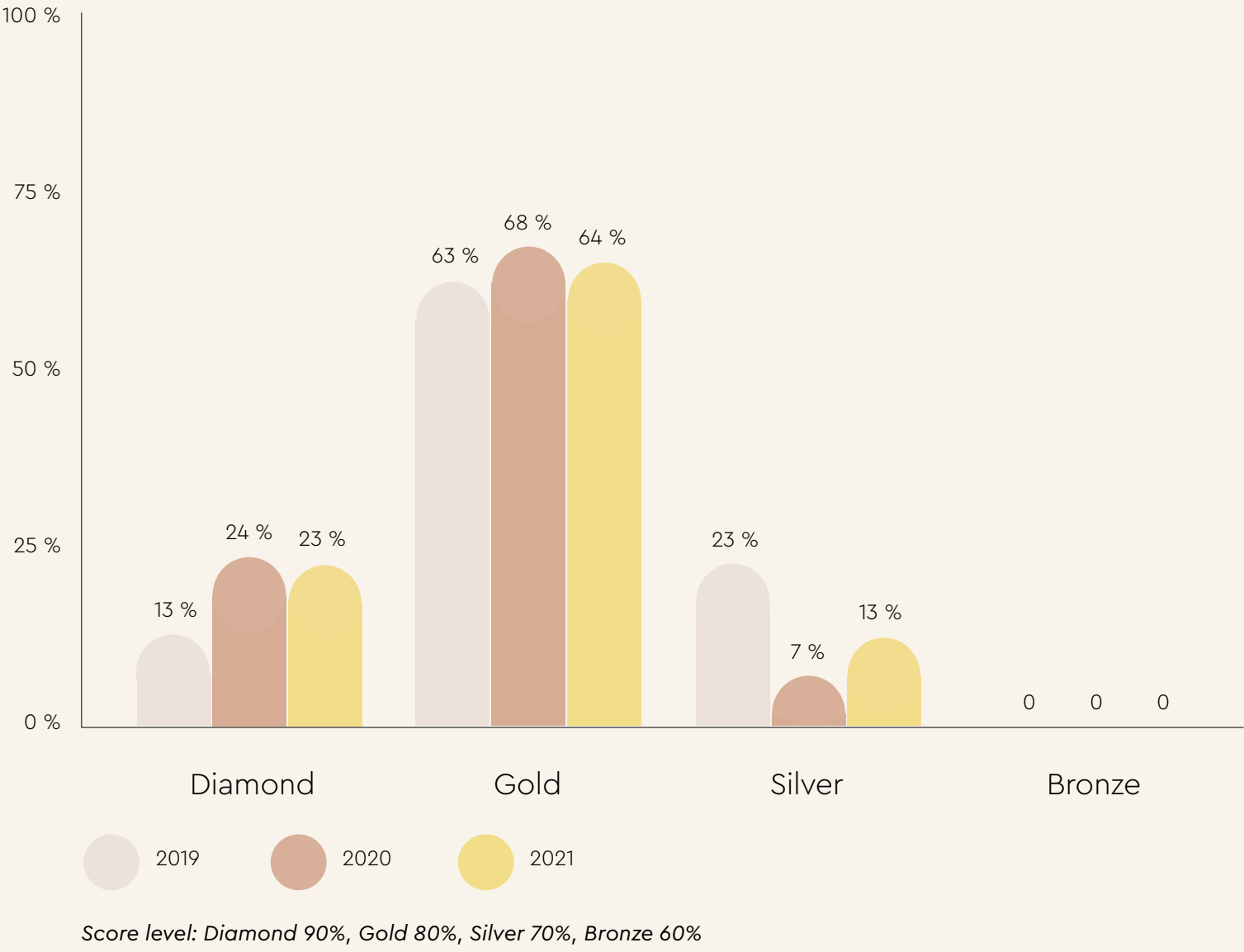
**Collaboration with stakeholders** for long-lasting improvements in the supply chain in various areas such as women's rights and workplace safety





# supplier evaluation

Every year we carry out a supplier evaluation to make sure our suppliers are performing well in the areas that are important for Gina Tricot. The supplier evaluation consists of three key components: buying and design, social and environmental sustainability, and logistics. Based on the results, we request an action plan from the supplier regarding agreed improvement areas. Thereafter, we carefully monitor and support the supplier to ensure progress is being made.



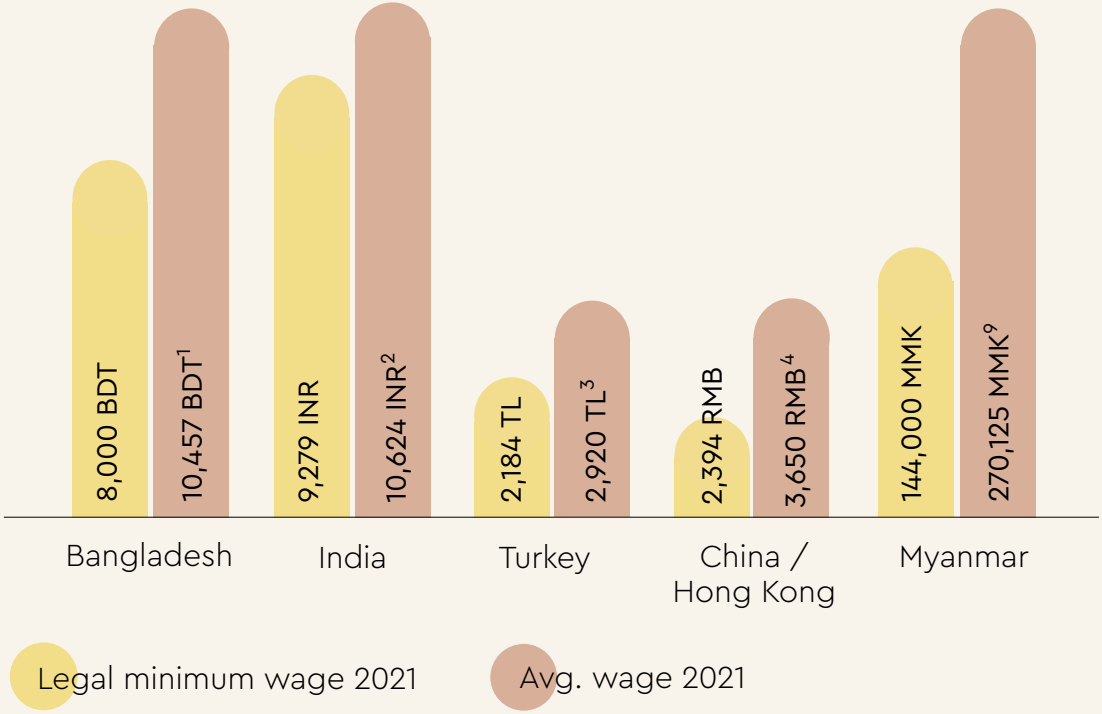
Supplier: Kardem, Turkey

# working towards fair remuneration

According to our code of conduct and local legislation, our suppliers are obligated to pay at least the country's statutory minimum wage to their employees. 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.

From year 2020 we annually complete wage-data collection for all our first-tier suppliers, which we thereafter review to look at how we can make a positive impact on wages paid. 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 Gina Tricot suppliers compared to legal minimum wage



<sup>1</sup>based on 24,505 workers  
<sup>2</sup>based on 1,092 workers  
<sup>3</sup>based on 4,771 workers  
<sup>4</sup>based on 9,080 workers  
<sup>5</sup>based on 3,720 workers



# empowerment of women



Within the framework of the Activator Programme, we finalized our Women Empowerment Principles (WEPs) in May 2021. The Programme, established by the UN Global Compact and UN Women in collaboration with amfori BSCI, is a 10-month journey to advance gender equality.

During the Programme, our top 20 suppliers self-assessed their business from a gender perspective. We have worked together with each supplier to establish an action and time plan for improvement in the three most critical areas, among others: Women in leadership, Safe and Inclusive workplace, and Equal pay.

We also carried out an internal assessment of Gina Tricot and observed slightly lower scores in the area of Training and Development. Based on the results from the assessment, we initiated an internal skills development programme that was rolled out in September 2021. The assessment also led us to include several questions in our weekly employee experience evaluation. We now include questions about diversity, equality, and inclusion.

Through the WEPs Activator Programme, we received training, peer learning, and individual mentoring within the scope of women empowerment. Within the framework for the Activator programme, we also signed the WEP principles that now guide us on a daily basis in relation to our suppliers and internally in our work.

### WEP Principles

- 1. High-level corporate leadership
- 2. Treat all men and women fairly at work without discrimination
- 3. Employee health, wellbeing 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



In 2021, Gina Tricot had the following results (based on our answers in the Gap Analysis Tool (GAT) as well as the WEPs Gender Gap Analysis Tool. We will continue to monitor and strive towards leader in our three pinpointed areas; Women in Leadership, Equal pay and Equal opportunities in the workplace:



### Women in leadership

Beginner <10, Improver 11-25, Achiever 26-40, Leader >40



### Equal pay

Beginner <24, Improver 25-50, Achiever 51-75, Leader >75



### Equal opportunities in the workplace

Beginner <23, Improver 24-39, Achiever 40-52, Leader >52





This year, we are proud to celebrate a decade of partnership with UNICEF, as we have worked together to preserve children's rights, help children fulfil their potential, and improve the lives of children and their families. Gina Tricot has contributed both financially and, within various initiatives, collaboratively. Since the start of the collaboration, Gina Tricot and its customers have contributed a total of almost 40 million SEK to UNICEF's work.

## support to UNICEF's programme in Bangladesh

The current UNICEF programme in Bangladesh, funded by Gina Tricot and in operation since 2016, targets urban communities in Gazipur City Corporation – home to garment workers. The goal of the programme is to give 150,000 children and caregivers in targeted urban areas improved access to health, nutrition, water, sanitation and educational services. We strive to ensure that women, family members and adolescent girls at a local level feel more protected and empowered to participate meaningfully in decisions that affect their lives.

As a result of the Covid-19 pandemic, the project has been extended until 31 December 2022, and during the past year Gina Tricot added extra financial support. This extension has enabled the support of activities based in 14 day-care centres, five pre-school centres and five second-chance education centres. Additionally, this support is expected to result in a further increase in the number of activities, such as a second-chance education programme for out-of-school children as part of the ongoing project with revised outcome, outputs and target beneficiaries.

## key achievements during the reporting period, July 2020 to August 2021

- **A total of 360 children** from 14 day-care centres gained access to home-based child development support during school lockdown
- **A total of 270 children**, including 156 girls, from five pre-school centres gained access to home-based child development support during school lockdown
- **More than 400 parents** of children enrolled in day-care centres and pre-school centres gained awareness in prevention of childhood diseases, especially diarrhoea and malnutrition
- **Sources of safe drinking water** and hand-washing facilities are now in place, serving 4,120 people. This includes 470 persons linked to education interventions, and 412 adolescent boys and girls linked to hygiene-practice interventions.



© Unicef





## in-store campaign for girl's education in Afghanistan

Afghanistan's education system has been devastated by more than three decades of sustained conflict. For many of the country's children, completing primary school remains a distant dream – especially in rural areas and for girls. An estimated 4.2 million\* children are not attending school in Afghanistan, and 60 % of these are girls.

Investing in girls' education transforms communities, countries, and the entire world. Girls who receive an education are less likely to marry young and more likely to live healthy, productive lives. They earn higher incomes, participate in decisions that will affect them the most, and build better futures for themselves and their families. Education for girls is also about girls feeling safe in classrooms and supported in the subjects and careers they choose to pursue – including those in which they are often under-represented.

At Gina Tricot, we strive to contribute to an equal world, free from discrimination and violence against women and girls. Therefore, we decided to organize an in-store fundraising campaign in Sweden, Finland, Norway and Denmark to support UNICEF's work for children in Afghanistan, especially girls' education. The campaign provided customers the opportunity to add a donation to their transaction at the till, and together we managed to raise 116,462 SEK. UNICEF works with communities, governments, and partners to remove barriers to girls' education and promote gender equality in education – even in the most challenging settings. We share their belief that a girl's education is not only a moral imperative, but an economic necessity; therefore, we want to contribute in every way we can.

\*numbers updated in september 2021







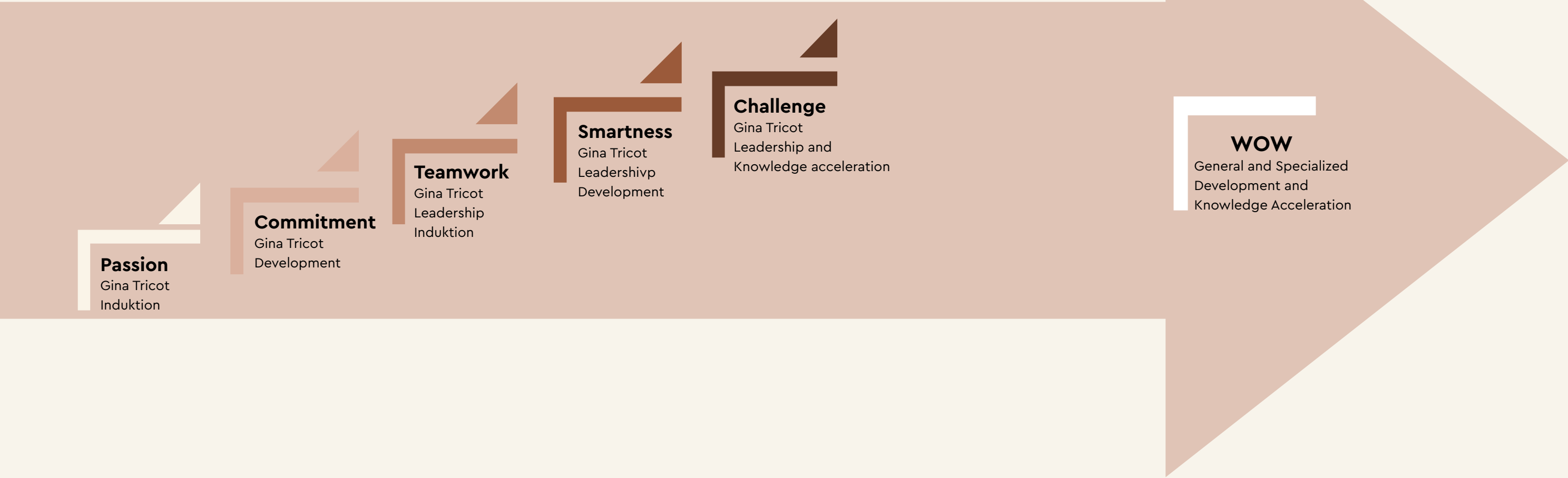
## we will always put people first!

**As 2021 began, all our employees continued to be affected by the Covid-19 pandemic. We were compelled to continue changing our way of working and adapting work routines at our head office and in the stores.**

We remained restrictive with all travel and visitors to our head office. 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 in all countries where we work. In the beginning of fall, most restrictions were lifted by the authorities and we could enjoy some time of more normal working conditions. However, towards the end of 2021 new restrictions were added once again.

Covid-19 has been a central factor in our daily work. It has been essential to support our employees when some work from home and some struggle with practical tasks of ensuring a corona-safe work environment. A main priority for us has been to secure employment for as many employees as possible, both in retail and at our head office. Staff were laid off in January and February in the stores and at the head office.





## gina smile academy

### investing in our future

In spring 2021, the Gina Tricot Smile Academy was launched for the entire company. This is our competence development programme that aims to upgrade our employees' skills. The Academy is based on five levels focusing on different skills named after our core values, as listed to the right. As an average of the entire company, each employee dedicates 30 hours per year for training and educational purposes. We are at our best when we can work – and live – according to our values in as many ways as we can.

### WOW – general and specialized development and knowledge acceleration

An initiative called 'reverse mentoring' was started in spring 2021. The purpose is to let senior employees learn from our junior employees in different areas in the company. In the first sessions our CEO, Ted Boman, gathered a group to discuss various preselected topics, such as values and focus areas, strategies and upcoming concepts.

### passion

pre- and onboarding process

### commitment

courses in various areas to help all employees reach their potential

### teamwork

base leadership programme for our leaders throughout the company

### smartness

leadership development

### challenge

leadership and knowledge acceleration





## gina tricot engagement

We believe that work-life balance is important for all our employees, and our aim is to support people's ambitions and values. We want to encourage our employees to prioritize their own work tasks and to have the freedom to plan and deliver their work, thus enabling employee self-management. Autonomy and transparency are significant for sustainable careers.

We work frequently with coaching our managers to guide them in of the many challenges that can arise, while focusing on values-based decision making and inclusive leadership. For example, our managers carry out different types of employee appraisals with all employees during the year, such as development talks, follow-up talks and salary talks. This is intended to develop strong and successful employees within the company and prevent physical and psychological health problems. During 2021, we had 46% new employee hires and 26% employee turnover.

At Gina Tricot, we work with two evaluation tools to summarize the engagement and trends to which we must adapt, so that we can develop and retain our managers and employees. One tool gives us AI-driven employee surveys in real time, where AI controls the selection of questions to our employees who answer in the present. We also carry out a traditional employee survey once each year. We know our employees are the key to our success, so it is of great importance to us that we share the same passion, and our employees are excellent Gina 'ambassadors'. We measure this using an Employee Net Promoter Score (ENPS, ranging from -100 to +100) in 2020, our ENPS was 28. At the end of 2021, our ENPS was 39; our company goal for 2021 was 35. Our aim is to increase the score to 40 during 2022. Our total average temperature score, an of all areas being evaluated, is slightly above the industry average: 8.2 out of 10.

We work with a customer experience programme that helps all our in-store employees to improve, develop, and create the best customer experience with daily training. This was launched in some countries during 2020 and rolled out in all our countries during 2021.

## diversity and equal opportunities

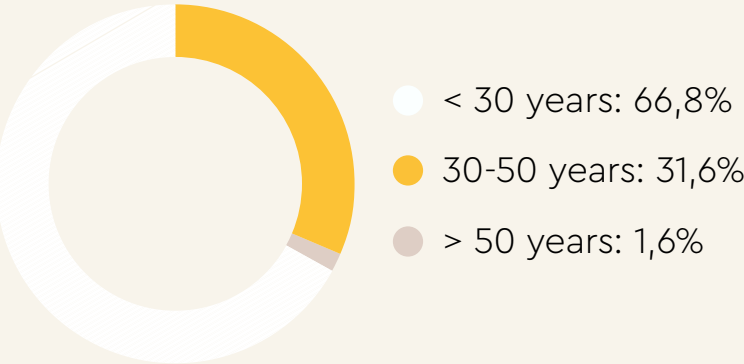
We believe that diversity contributes to our growth in many ways; it brings the opportunity for new energy, ideas, and perspectives. We believe diversity is an important factor when we recruit, develop, and retain our employees, as we bring together diverse backgrounds and perspectives. We all think differently, which is why diversity leads to powerful, creative and sustainable solutions, and ultimately a better business.

We strive to ensure that all employees are treated with respect. Everyone has the right to have equal opportunities and an inclusive workplace where everyone feels comfortable being themselves, irrespective of ethnicity, race, or nationality. As a part of our diversity work, we monitor and evaluate the status and progress regarding diversity, equality, and inclusion in the company. This means we ask for anonymous feedback through our AI-driven employee surveys, and if that feedback is negative, we take the opportunity to learn and improve. We know that we need to continue to challenge ourselves, to develop, and achieve the diversity, equality, and inclusion that is at the core of our values and culture. We condemn racism and prejudice and have zero tolerance towards any racist or discriminatory behaviour. During 2021, Gina Tricot had no reported cases of discrimination.

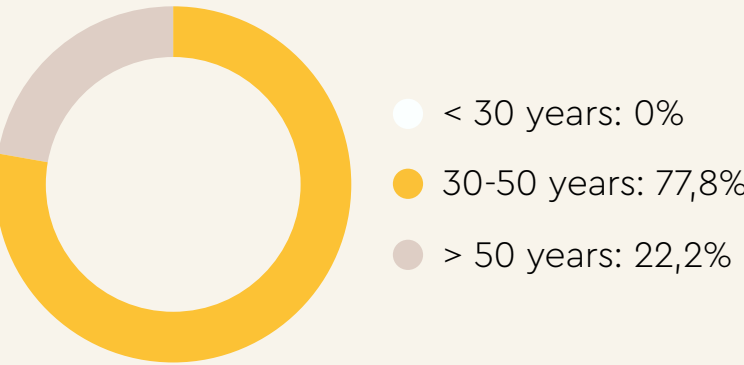
Concrete actions taken to reach and maintain equal pay between the sexes includes our yearly salary mapping in accordance with Swedish law. We investigate the salary levels of all functions, comparing them to both external and internal metrics, such as experience, education, and level of responsibility. Our salary mapping is externally verified. Our aim is to ensure equal pay for equal work, regardless of gender. We will continue our work to prevent cases of inequality; if inequalities are found, our policy is to initiate corrective actions. We do not accept any differences in pay based on gender or other discriminatory causes.

We are proud of the fact that 97 % of our employees are female, and that we have many females in leadership positions. As a company, it is also our duty to adapt and be flexible regarding parental leave and combining work with being a parent. For us, this means providing flexible work hours and a possibility to work from home.

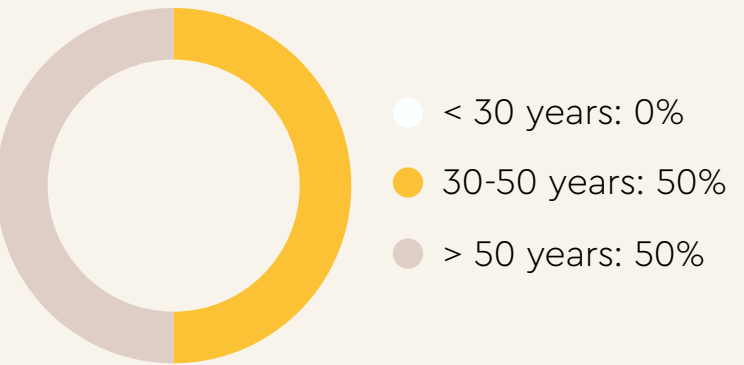
**Employees**  
1522 employees  
Female: 96% Male: 4%



**Management group**  
9 members  
Female: 55% Male: 45%



**Board**  
6 board of directors  
Female: 50% Male: 50%





## anti-corruption

**Gina Tricot follows Swedish tax law and regulations that limit the monetary 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. We had no reported cases of corruption during 2021.**

As part of our onboarding course, 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. We consider it 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 organization 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

**Gina Tricot believes in preventing both physical and psychological health issues. We follow Swedish law and regulations regarding systematic work environment efforts, which means that we follow up all work environment-related questions with our employees and our safety representative, and carry out yearly safety rounds at our head office and warehouse.**

For all our employees, we have continued to offer equipment for the possibility of reducing the spread of Covid-19, such as face masks, visors, and access to hand sanitizer. Since many co-workers have continued working from home to a large extent, it has been important for Gina Tricot to keep track of the mental health and wellbeing of our employees through additional dialogue and follow-ups from our managers.

As a result of Covid-19, many work environment and safety education courses were rescheduled for 2022.

Gina Tricot offers a wellness allowance for all employees in Sweden, and we encourage our employees to exercise and prioritize their health. We work with professional tools that promote psychological and physical health and prevent long-term sickness; for example, the programme includes therapy

sessions. We have also continued our prevention work, where we offer pre-talks and pre-support with a psychologist or therapist through our company healthcare programme, and we have already seen good results from this preventive work. Once a year, or when needed, HR and Security review any hazards and incidents that have been reported during the year.

The most common injuries are stress-related or the result of an accident. Managers evaluate any such occurrences during the year, to eliminate hazards and minimize the risk of incidents. We have an incident reporting system for our warehouse, stores, and HQ. We continuously work with security and the work environment in our stores, warehouses, and offices. Out of respect for our employees, we have chosen not to present accidents and work-related absence per country or per gender. During 2021, the following accidents and work-related absences were reported: 2 minor accidents that did not result in any absence. 13 minor accidents that resulted in 500 hours of absence. 2 accidents that resulted in long-term absence





# highlights of our collaborations towards a more sustainable supply chain



## proud member of amfori

Since 2008, Gina Tricot has been a member of amfori, one of the world's largest business associations, aiming to improve working conditions and environmental performance in global supply chains.

Find more information at [amfori.org](https://amfori.org).



## international accord for health and safety

Since 2013, Gina Tricot has been a member of the Accord on Fire and Building Safety in Bangladesh, and during the past year we signed the new agreement of the International Accord for Health and Safety in the Textile and Garment Industry.

Find more information at [internationalaccord.org](https://internationalaccord.org)



## brands collaboration workers group

For the last five years, Gina Tricot has been a member of the Turkish Brands Collaboration Workers Group (BCWG). BCWG was founded approximately 15 years ago and works with helping our suppliers develop within various challenging areas in the industry.

Find more information at [internationalaccord.org](https://internationalaccord.org)



## working together with majblomman

Majblomman is a non-profit children's rights organization that works to combat child poverty in Sweden. Gina Tricot is proud to donate to Majblomman annually, and in 2021, we donated 287 500 SEK. With this contribution, we hope to be part of a local transition to a society where all children in Sweden are able to dream freely and believe in their future, regardless of financial circumstances.

Find more information at [majblomman.se](https://majblomman.se)







## water poisoning incident at Turkish subcontractor facility

In November 2021, we received reports of an incident of widespread, suspected food poisoning in a Turkish factory belonging to one of our subcontractors. The factory closed entirely for 2-3 days, and employees experienced symptoms such as diarrhoea, fatigue, and abdominal pain. Some employees were sent to hospital for treatment and were then sent home; no employees required additional hospital care.

Research carried out by the Directorate of Health and Agriculture in the region shows that the outbreak was caused by community water supply, where water was probably used for cooking or washing dishes. A similar situation was found in other factories operating in the same region, and the source of contamination was traced to faults in the region's main water line. Gina Tricot now requires drinking water analysis reports twice a year and will continue to do so. Together with our supplier, who is responsible for this subcontractor, we will also monitor the health status of the employees closely and make sure the next payment provides compensation for loss of income owing to illness.

## workers' complaint, globus garments limited

In November 2021, the RMG Sustainability Council (RSC) in Bangladesh received a complaint which was submitted by "Akota Garments Workers Federation – AGWF" on behalf of 11 workers from factory trade unions. The complainants alleged that three factory trade union leaders were subjected to physical abuse and threats of violence in May and June 2021, in retaliation for their trade union activities at the factory owned by Globus Garments Ltd. As a consequence of the fear created by the physical abuse, threats of violence and instruction to stop reporting for work at the factory, the 11 workers have not reported to work at the factory since 11 June 2021.

The factory authorities have stated that the allegation is not true and according to the factory management, they had no information about the trade union when they were asked to submit legal documents to those workers to ascertain how the trade union was formed. Eventually, the documents were submitted and the factory management went for further verification and found that this trade union is not valid. However, as part of the processing of the submitted complaint in relation to Globus Garments Ltd, Gina Tricot got involved with RSC and some other brands to discuss with workers federations as well as with factory management.

Several meetings with all parties followed, where it was agreed and confirmed that the 11 workers had been paid their legal dues and additional lost earnings. So, the allegation of AGWL against Globus Garments Ltd is thereby resolved and in view of the above, the RSC considered the complaint closed.



# 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.



## gina tricot lab

**Our own sustainability innovation programme was launched in March 2021. The concept was born from the need of a platform where we could try new ideas and work with an open minds and frameworks within the area of sustainable fashion.**

We test theories and ideas on our own, but also work through exciting collaborative efforts with talented sustainability creators, scientists, companies, and experts who share their knowledge with us, so that we can share it with our customers.

Our goal is to become an even more integrated part of a more circular and sustainable fashion industry.

The year has been filled with new fibres and materials as well as new, more sustainable production techniques. These are areas where we can make the biggest impact in climate reduction for our value chain – and this is naturally our focus.



# “We always challenge ourselves to find new, innovative and more sustainable fibres

## new fibres

Some of the innovative fibres and production techniques used during the year include:

### Econyl®

Fashion from waste? Is it possible? The innovative ECONYL® fibre is 100 % recycled polyamide made from remnants of fishing nets and other items taken from the oceans and landfills around the world. This fibre is circular, which means it can be recycled over and over again.

### Sorona®

The innovative Sorona® polymer is more sustainably produced and partially bio-based. To minimize the use of crude oil, an impressive 37 % of the ingredients used during production are renewable and plant-based. Sorona® has also been awarded the OEKO-TEX® Standard 100 – one of the world's most recognized textile certifications for materials with limited chemical content.

### Recycled down

We used recycled down in a capsule collection, keeping the same high quality and function as regular, new down by using post-consumer wastage from items such as duvets, pillows, and jackets.

### Hemp

An alternative to traditional cotton. Hemp grows in cold, rainy climates and is resistant to most parasites. As a result, the fibre has less environmental impact because no pesticides are used in its cultivation. It also requires less water and hemp fibre is readily blended with more sustainable cotton.

### Mineral dye

When exploring, testing, and developing our current production techniques, we found an exciting new coloration method created with the help of natural mineral substances. This reduces ewer chemical use and relies on only natural produced dye substances.

### Recycled cotton

Through mechanical recycling, existing cotton products from post-consumer wastage such as garments, bed linens, and towels are processed down to fibre level, to be spun into new yarns. This means these cotton fibres can be used again and again in products.

### Recycled wool

Recycled wool fibre certified by the Global Recycled Standard (GRS). Through mechanical recycling, existing wool products from post-consumer wastage are processed down to fibre level to be spun into new yarns.





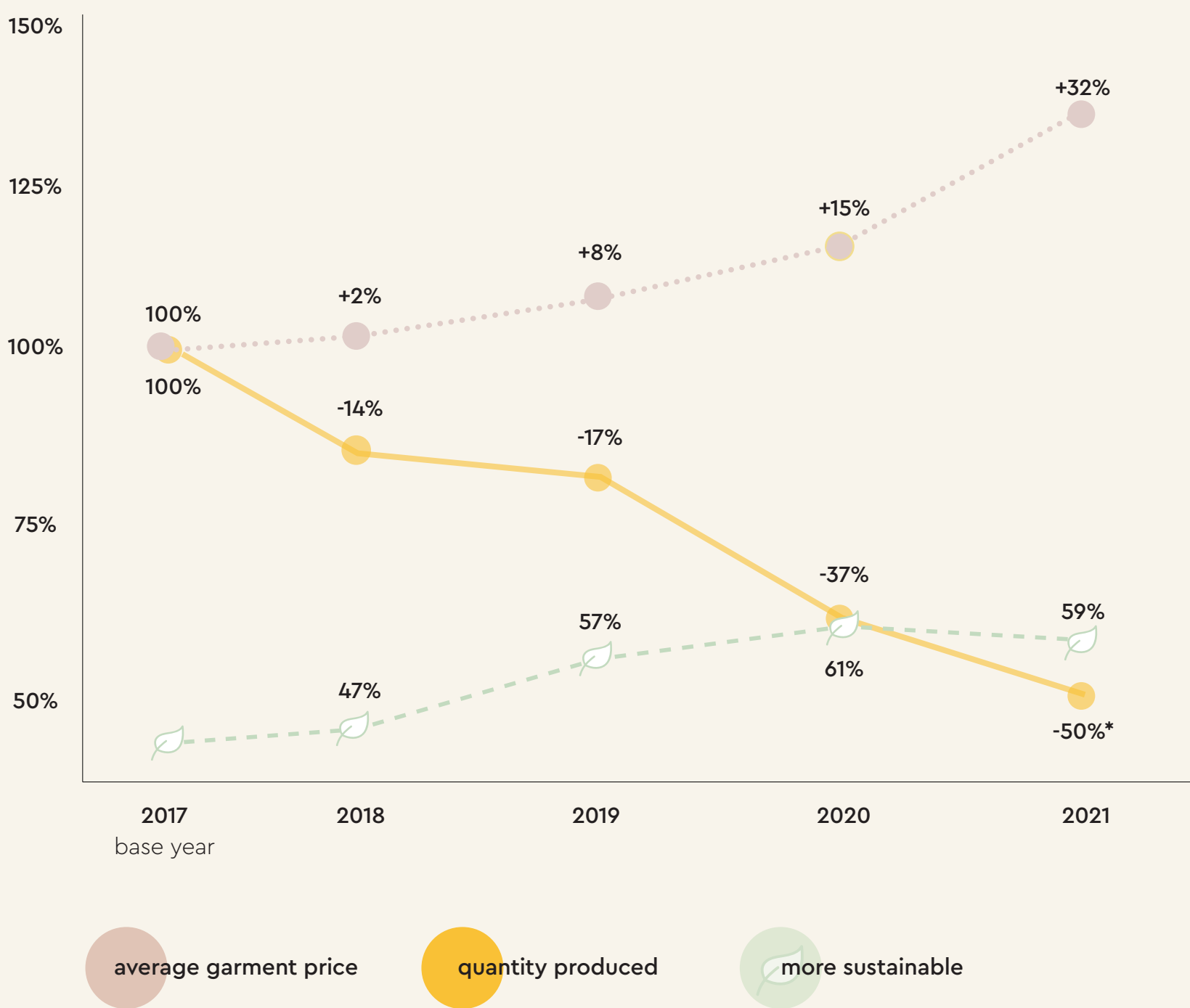


# less but better

To produce less but better, and at the same time increase our turnover – is that possible?

We have been following these Key performance indicators, KPIs, since 2017. When addressing the issue of over-production, it's also important to add the figures of products in more sustainable materials and our average price. We can see that the equation of producing less but in better materials also generates more profitable sustainability for Gina Tricot. It's a win-win both from an economical and an environmental perspective.

Our aim to address overstock has been partly possible through implementation of RFID chip in all garments, but also through our investment in more sustainable qualities.



\*2021 Covid-19 effect due to less demand



# 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:





# it takes two to make a change

Our most important stakeholders are our customers – both our current customers and potential new ones. We as producers are part an interdependent relationship with our customers, and we need to work together to make a real difference when it comes to sustainability. Industry sustainability initiatives mean little without the support, enthusiasm, and desire of consumers, which is why we work continuously towards integrating the consumer every step of the way.

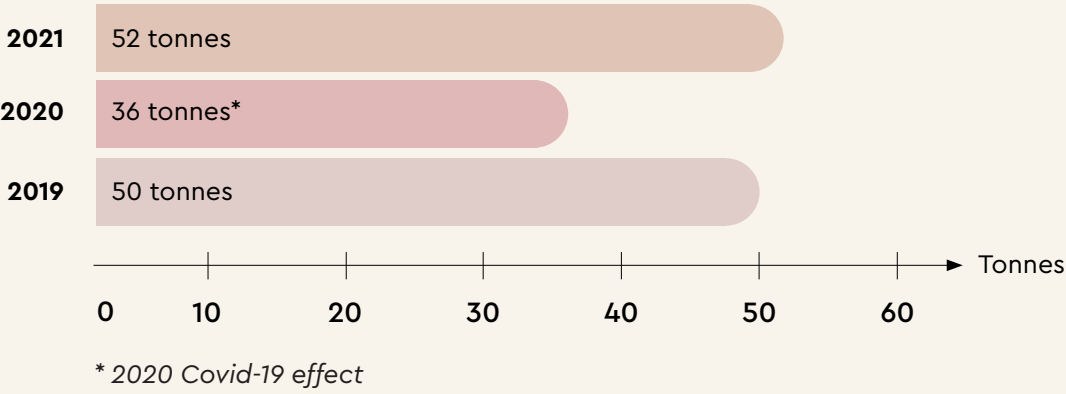
We engage with our customers on a daily basis, face-to-face in our stores, through our online platform, and in our social media channels. An active and close dialogue with our customer base is important in the work of designing products that will be worn and loved in the long term. As a producer with several years of experience in sustainability, we recognize our responsibility to educate society about the challenges that the fashion industry must overcome, such as prolonging the life of each garment. To tackle this challenge, Gina Tricot emphasizes the importance of taking care of one's garments and we try to provide guidelines on how to do this. At the same time, we recognize the responsibility of the consumer to be part of the solution. The consumer has a central role in our journey towards our sustainability goals, and therefore, creating meaningful relationships is a big part of that equation.

Both the industry and the scientific community have identified a gap between consumers' attitudes and their actual consumption habits in relation to sustainability. This gap between attitude and behaviour originates from various parameters, all the way from the supply chain to the product's end of life. Accordingly, integrating sustainability right from the start – in a way that meet our consumers' wishes and needs – is essential to closing the gap. In this regard, Gina Tricot uses transparency as an asset to share supply chain information with our customers. We urge our customers to be more confident and thoughtful in their consumption, and to act according to the goal of extending the life of each garment, and we provide services such as garment hire for specific events through our RENT initiative and collaborations. We are firm believers that the garments we put on the market have a long life ahead of them, preferably in the hands of multiple users.

Since 2012, Gina Tricot has given customers the opportunity to hand in their old garments for recycling in all of our stores. We donate all submitted garments and customer claims to our long-term partners; Human Bridge and Fretex. Human Bridge is an organisation involved in material aid projects and 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, to ensure that the garments can have a second life. Gina Tricot then donates 100 % of the revenue from these sales to charitable organisations working with various aspects of sustainability.

## Collected garments



Increasing the global average lifetime of clothing would substantially reduce emissions. Such change needs to be driven by a collective effort from both producers and consumers. Creating a durable garment is very different to creating a garment that will end up having a long life; several of the factors that affect the lifespan of a product are of a user-dependent nature, which means that it is the consumer's responsibility to finalize the process. This responsibility can involve everything from developing knowledge about how modern consumption patterns affect the planet and then actively changing purchasing decisions, taking better care of garments during the use phase, extending the life of garments that are already in circulation through reuse, and finally, in the end of the cycle, handing in clothes and other textiles for collection, sorting and material recycling.



”The consumer has a central role in our journey towards our sustainability goals and therefore, creating meaningful relationships is a big part of that equation



# we love more sustainable materials

By the end of 2021, 59 % (61 %) of our products were manufactured from more sustainable materials. A product that we classify as more sustainable needs to be made from a minimum of 50 % more sustainable fibres. The fibres that we classify as more sustainable are Better Cotton (BCI), EcoVero®, Organic Cotton, Polylana®, TENCEL®, recycled fibres, and regenerated fibres from producers with a green ranking in Canopy's Hot Button report.

We engage with our customers on a daily basis, face-to-face in On the journey towards full circularity, material choice is of highest importance. We have a clear aim of increasing the percentage of more sustainable materials in our products, because these materials have a lower environmental impact than conventional materials. The fibres for which we aim to increase use the most are organic fibres, recycled fibres and fully traceable fibres. We have committed to ensure that by 2028, 100 % of our products will be made from more sustainable materials. To reach our goal and to accelerate the use of fibres that are either recycled or sourced in a more sustainable way, including new types of sustainable fibres and new innovations is important. Therefore, Gina Tricot collaborates with various actors such as scientists, industry experts and recycling companies.

## communicating sustainability on a product level

There is no standardized method for communicating sustainability on a product level, and we recognize the difficulty that brands encounter in having their own sustainability labelling on products. At Gina Tricot, we strive to communicate clearly and honestly to our customers. Since 2020, we have communicated third-party certifications on product level, with a view to ensuring clearer communication of sustainability per product.



### the Nordic Swan ecolabel

During 2021, we have been proud to continue our work together with the Nordic Swan Ecolabel. All our Nordic Swan Ecolabel garments are clearly labelled and marked both online and in store, to make it clear and easy for our customer to find this well-known symbol. The Nordic Swan Ecolabel is one of the world's leading environmental labelling schemes. It is a Type 1 ecolabel, which means that it is an independent organization that works according to the life-cycle perspective, and with a holistic view on development of criteria. The scheme is also subject to the ISO 14024 standard (learn more at [svanen.se](https://svanen.se)). For example, our garments in our 'Basic Tee' style are marked with the Nordic Swan Ecolabel. This means that every step of the production chain, from cultivation to fibre, to dyeing to finished product, is monitored closely.



### Global Organic Textile Standard certification

Many of the items in our Lab collection are GOTS certified, which ensures that the cotton is 100 % organically produced and meets the stringent requirements of environmentally responsible production and ethical working conditions. It also ensures that the cotton has been grown with less environmental impact, without the use of pesticides or fertilizers.

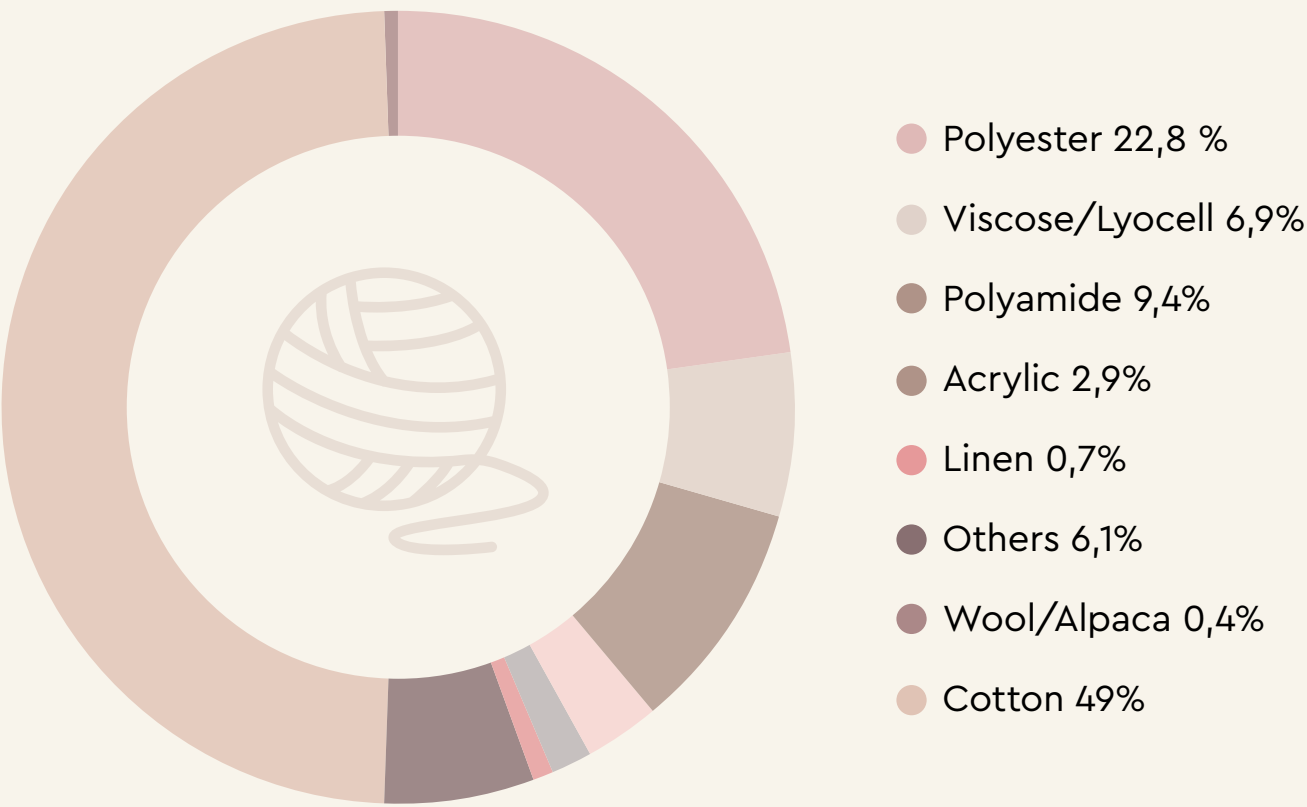




# gina tricot fibres in 2021

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

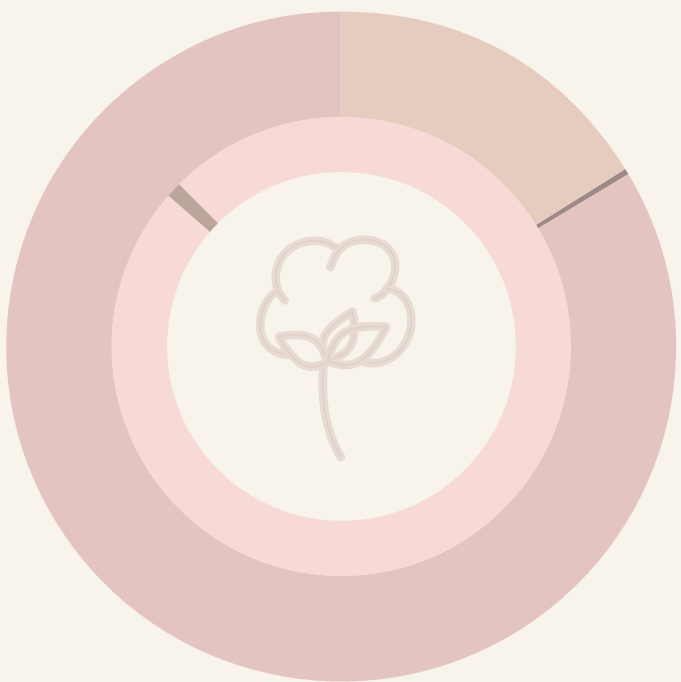
Distribution of fibres in total:



99,9% of all purchased cotton consisted of more sustainable cotton

## cotton

99,9 % (98,4 %) of all purchased cotton consisted of more sustainable cotton.

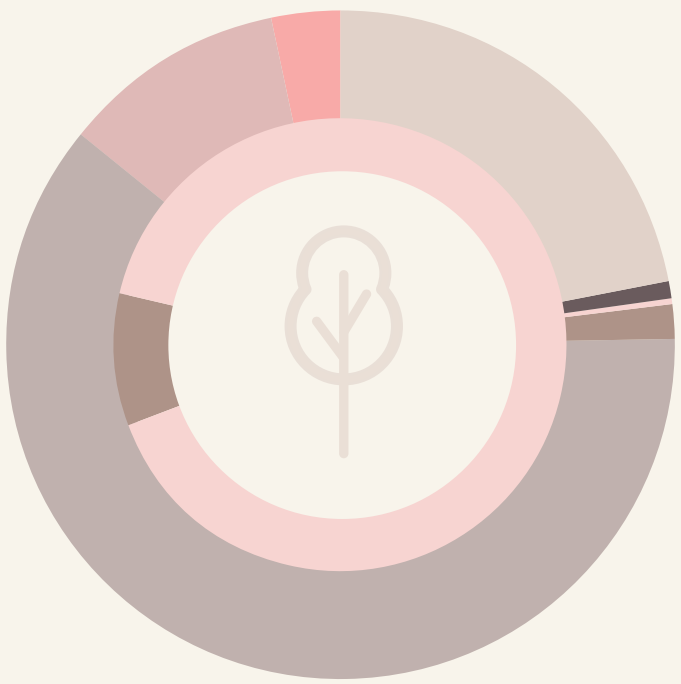


Distribution of more sustainable cotton:

- Organic cotton: 16,4 % (14,9 %)
- Recycled cotton: 0,1 % (0,2 %)
- Cotton from Better Cotton Initiative: 83,5 % (84,9 %)

## viscose & lyocell

90,8 % (90.4 %) of all purchased viscose and lyocell fibres consisted of more sustainable viscose and lyocell.

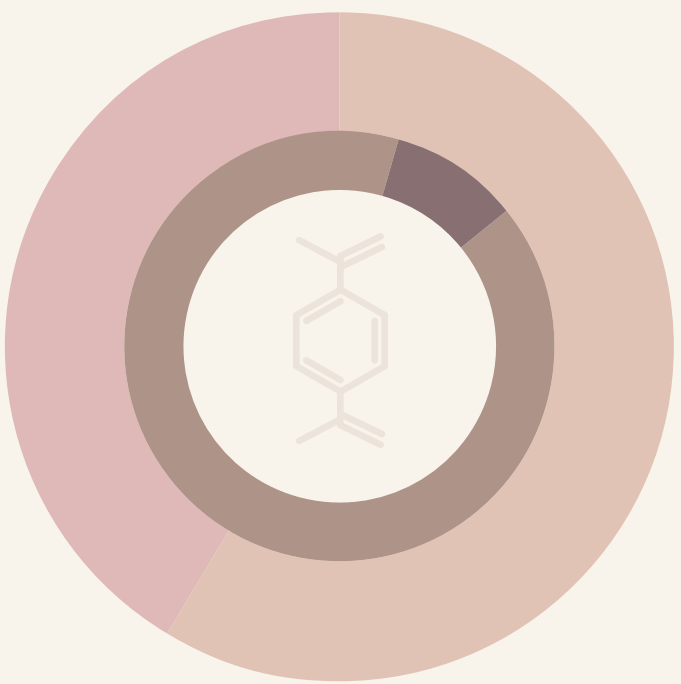


Distribution of more sustainable viscose and lyocell:

- Xinxiang: 0,9 % (0,1 %)
- Tangshan: 22 % (0,8 %)
- TENCEL: 0,3 % (1,7 %)
- Eco Vero: 1,8 % (2,6 %)
- Lenzing Viscose: 61 % (94,8 %)
- Birla: 11 % (n/a)
- Yibin: 3,1 % (n/a)

## polyester & polyamide

9,9 % (8 %) of all purchased polyester and polyamide consisted of more sustainable polyester and polyamide.



Distribution of more sustainable polyester and polyamide:

- Recycled polyester: 58,7 % (60,6 %)
- Polyana: 0 % (0,7 %)
- Recycled polyamide: 41,3 % (38,7 %)



” **By 2025 our use of recycled polyester will increase to 50%**



## polyester challenge

Looking at our fibre use from previous years, we can see that polyester is the second most common fibre in our products, but that the amount of recycled polyester in our production still is very low. We need to increase our sources of recycled polyester to change the usage in our products to the same extent that we have done for more sustainable cotton and viscose.

This is still an ongoing challenge; we work on a daily basis to improve in this area, and in order to have a goal for these efforts, we have now joined the joint initiative from Textile Exchange and the United Nations Framework Convention on Climate Change's Fashion Industry Charter for Climate Action. The purpose of this initiative is to spur a further shift in the market towards the uptake of recycled polyester and the associated reduction in greenhouse gases. By joining this challenge, we committed to increasing our use of recycled polyester as a replacement for conventional polyester to 50 % by 2025.



## ethical fibres

At Gina Tricot we value all animals and do not support any form of animal cruelty. Animal welfare and animal rights are of highest importance for us, but also for our customers. In 2017, Gina Tricot signed the Swedish Trade Federation's Animal Welfare Policy, and we require all our partners in all parts of the supply chain to comply with this policy. The objective of this policy is to encourage, promote and strive to secure good husbandry practices and considerate treatment of animals throughout the production chain.

Gina Tricot accepts leather from only a handful of nominated tanneries in China, and only as a by-product from the meat industry. We have a general fibre ban on fur, angora, and cashmere, but we accept all types of animal-based fibre if it is recycled and accompanied by a valid RCS or GRS transaction certificate. We have committed to source animal-based fibres only from either recycled or regenerated sources, or from farms certified for the Responsible Standards conducted by the Textile Exchange, by 2023. As members of the Textile Exchange since 2019, we support the work regarding certification processes for new and traditional materials to guarantee origin and safe processing. We do not yet have full traceability on all our animal-based materials, but we constantly strive to improve our sourcing methods through third party certifications.

For further information on our restrictions on animal textile fibres, please visit [ginatricot.com](https://ginatricot.com).



## cotton

**Cotton is one of the most important materials that we use, but cotton production is water-intensive, and pesticides are a major problem.**

Gina Tricot is a proud member of Better Cotton. Better Cotton's mission is to help cotton communities survive and thrive, while protecting and restoring the environment. This is a training programme that trains farmers to use water efficiently, care for the health of the soil and natural habitats, reduce use of the most harmful chemicals and implement the principles of decent work. However, this does not mean that the cotton is organic. In the upcoming years, the goal is to move large portions of production from BCI to organic cotton where no chemicals are allowed, and the production chain is 100% transparent.

During the last couple of years, the demand for organic cotton from brands and retailers has increased significantly, with companies of all sizes making it a major component of their fibre and material portfolios. More and more companies are setting targets and commitments to increase their use of organic cotton, encouraged by growing evidence of its environmental benefits and by the millennial generation's interest in sustainability and this age group's buying power in the marketplace. This increased demand, in correlation with reports of forced labour in Xinjiang, China, for example, contributed to the shortage of organic cotton which the industry faced during 2021. China has been the second largest producer of organic cotton for years, but now companies that were sourcing from China need to find other supply locations or solutions. For Gina Tricot, this shortage has resulted in difficulties sourcing the amount of organic cotton that we planned for in 2021. Regarding the Xinjiang province, we communicated in our global supply chain about the region and had to redirect a small amount of sourcing from the province. Additionally, internal audits are ongoing to validate the supplier information about fibre producers. Xinjiang province has now been added to the list of banned cotton sourcing regions or countries in our general agreement with suppliers, together with Uzbekistan, Turkmenistan and Syria.





” **In 2021 we increased our chemical compliance work globally with collecting chemical inventory lists as well as performing chemical audits in tier 2.**

## product quality and safety

**Ensuring safe, high-quality products is one of the most important components in our overall sustainability efforts. 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 to 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. Every one of our children's wear products is assessed according to safety aspects and tested for all our applicable requirements. All products comply with the requirements of the European standards regarding children's safety, EN 14682 and TR 16792. This year, we joined the Swedish Institute for Standards TK160 Working group 5. Participants include representatives from around 20 brands or other actors in the textile industry, and the group meets several times each year to work exclusively with standards for children's clothing safety. In addition, we have reviewed our routines and developed some new steering documents.

We normally perform quality controls based on risk assessment in all our production countries. As a result of the continuance of


the Covid-19 pandemic during 2021, production countries' travel restrictions have decreased our on-site quality controls to some degree. However, in Turkey, for example, hybrid online audits were implemented as an alternative to maintain full control of our production chain. In total, about 1500 quality controls were issued during 2021. Furthermore 0,29% (0,39%) of all sold products were returned with complaints regarding quality, and we also withdrew 7 (10) products from stores due to quality issues. During 2021, we did not recall any products due to safety noncompliance.

## chemical compliance

Our efforts to adapt chemical usage in production increased during 2021. Except for our regular work with chemical tests prior to production, and spot tests in Sweden, we hired additional staff in Shanghai as well as in Bangladesh to control chemical inventory and perform chemical audits in our supply chain, with a specific focus on second- and third-tier suppliers. By the end of 2021, all top 20 suppliers' suppliers submitted their chemical inventory to us, and continuous audits have started. All our work is based on the precautionary principle, choosing to be on the safer side when scientific evidence about chemical properties is not set. In line with this we always strive to reduce the use of chemicals that are not necessary, for instance we have a PFAS substances ban since many years back.







”It’s not a collection that is made to show a perfect reality; it’s a collection to show the reality as it is.”



## transparency

Transparency has been one of Gina Tricot's top focus areas for many years. Transparency means control of and power over one's product. If you know your impact, you can commit moving forward to reduce your climate footprint. Our industry has a very complex value chain that makes transparency a bit complicated, but we are fully committed to being part of the solution.

Gina Tricot is transparent with all suppliers in tier 1 through information on [ginatricot.com](https://ginatricot.com), and we have done so for many years. We present the supplier and production unit for each product online.

### the transparency project

Gina Tricot, PaperTale, and Mikrofabriker (Science Park HB) tested the boundaries by using block-chain technology to trace every aspect of the of garment impact in this collection, to illustrate transparency from Ecological, Social, and Economical perspectives.

A block-chain technology by PaperTale allowed us to trace every step of the garment's production, right from the cotton farm to the customers' doorstep. The resulting collection of the transparency project was produced in Borås, Sweden by XV Production.

By scanning the NFC tag on the garment included in the project with a smartphone, the customer gets access to the complete product journey, impact and craftsmen's information gathered throughout the process.

The customer can meet the farmer, the fabric maker, and the seamstress in a video with an interview. Customers can also get data about how much water was used and associated CO<sub>2</sub> emissions.



## circular collections

Speeding up our journey towards a better and more circular fashion business, we need to act quickly and merge these new ways of designing and producing clothes into our regular flows and processes.

### designed by HannaMW

We teamed up with stylist and fashion profile Hanna MW, who designed a denim capsule collection of unique fashion pieces made from remade garments and leftover fabrics. All details such as labels, buttons, and zippers were carefully and consciously selected likewise. The collection was launched online only. The denim remake collection was produced at May Denim in Turkey and Beyond Retro in India. This is a very good example of how the business can create fashion with very less climate impact.

### Another Studio x Gina Tricot

With circular fashion in focus, Gina Tricot launched a remade capsule collection, featuring reconstructed vintage garments developed in collaboration with designer Anna Lidström of Another Studio. Anna Lidström is a fashion designer, influencer, and a researcher at the Swedish School of Textiles in Borås, Sweden. She focuses on circular and sustainable fashion, giving old garments new life through remake design.

The collection was made from men's shirts and jackets that were given a new, trendy design. Beyond Retro in India was the producer and supplier. The resulting upscaled collection was available in 70 stores in Sweden, Norway, Denmark and Finland.

### We aRe SpinDye

Gina Tricot launched a gender-neutral collection made from We aRe SpinDye® fabrics. The material comes from both pre- and post-consumer polyester wastage and is made through chemical recycling.

The coloration process is certified and fully transparent; it gives the fabric very good colour performance and long-term durability. This fabric is better from both a raw-material perspective and a production perspective. Water and chemical consumption is minimal, particularly compared to the usage in conventional production methods. The collection was fronted by Angelica Blick and her best friend Andreas Wijk. It is a collection made to embrace diversity and equality!

”From waste to fashion –  
upgraded designs created by  
already existing materials





# highlights of our collaborations towards more circular business models



## hackyourcloset.com

Hackyourcloset.com was founded in 2019 to celebrate the freedom of putting on a different outfit every day and value the function of clothes as a form of expression, without contributing to large amounts of unused clothes. Through this collaboration, Gina Tricot takes part in increasing the lifespan of leftover garments and inspiring customers to own their style, without owning the clothes.

Find more at [hackyourcloset.com](https://hackyourcloset.com)

**HACK  
YOUR  
CLOSET**



## rent me

In spring 2019, Gina Tricot introduced our sustainable RENT initiative to challenge current ways of consuming fashion. We want to encourage our customers to see fashion in a circular sense, and through the RENT concept, our customers have the alternative to hire selected styles for special occasions.

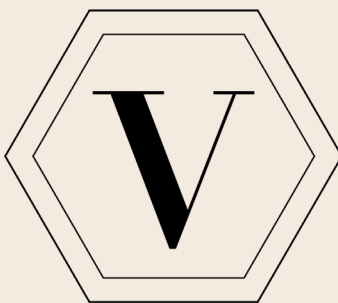
**Rent  
me**



## vinterie

As a part of our sustainability journey towards a more circular fashion industry, we started 2021 with an inspiring team-up with Vinterie, a new, online-based second-hand service.

Vinterie was created to contribute to a more circular society by reaching those customers who have never before bought second-hand. Second Life by Gina Tricot is a digital shop-in-shop at [vinterie.se](https://vinterie.se) where we continuously add hand-picked seasonal looks and unique statement pieces from our sample collections, and we focus on giving these garments a second chance and new value. Together, we can help close the loop and contribute to a more sustainable mindset in fashion!



## gemme

Gemme provides a platform that lets users share a dream closet with all their favourite style mavens and fellow fashionistas, while being kind to the planet.

Through our collaboration with Gemme Collective, we provide extraordinary styles from our sample collections, thus giving these garments the opportunity to be preserved and bring joy to multiple wearers in their lifetime.

Find more at [gemmecollective.com](https://gemmecollective.com)

**GEMME**



## 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.

Since this first collection, we have continued to release two or three collections together with Beyond Retro each year, where each collection is adapted to the current season.

Find more at [beyondretro.com](https://beyondretro.com)





# 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.





## cleaner production

In 2021, we joined amfori's BEPI (Business Environmental Performance Initiative) environmental programme to tackle environmental impact and business risks in our supply chain and production of our products. Within BEPI, our top 20 suppliers are evaluated in 11 environmental performance areas:

- 1 Environmental Management System
- 2 Energy use, Transport and Greenhouse gases
- 3 Water use
- 4 Wastewater/Effluent
- 5 Emissions to air
- 6 Waste management
- 7 Pollution prevention and chemicals
- 8 Major incident prevention and management
- 9 Contaminated land/soil and groundwater pollution prevention
- 10 Land use and biodiversity
- 11 Environmental nuisances

BEPI provides us with a hands-on tool to deal with these questions in line with the initiative's five-step approach, which includes the following steps:

- 1 Materiality
- 2 Supply chain mapping
- 3 Supply chain analysis
- 4 Improvement activities
- 5 Monitor progress

During this year, we defined our material environmental aspects, mapped our supply chain linked to environmental issues, and started the supply chain analysis at our top 20 biggest suppliers and their main wet processing units. These suppliers and units have carried out the amfori BEPI self-assessment. The analysis of these self-assessments is ongoing and the next step will be to map the results towards risks, assign improvement work, and monitor the progress.



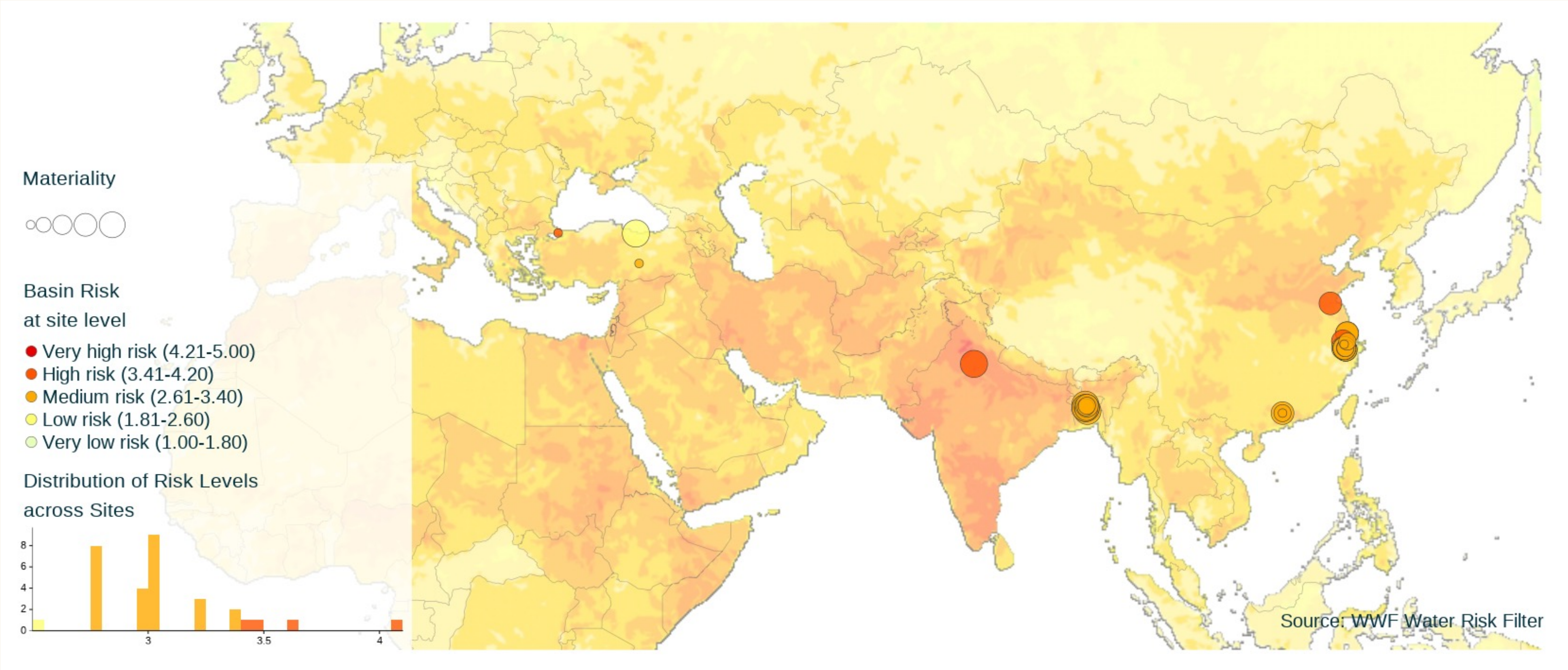




water

Since late 2019 we have partnered with World Wide Fund for Nature (WWF) to collaborate on the fresh water agenda. Together with WWF Sweden, we have been working on Corporate Water Stewardship - a best practice model for companies to effectively address the water issues in and around their business activities. With the tools and methods available to us through the partnership we have been able to assess water risks in our supply chain as well as identify our challenges and opportunities. It has also enabled us to work transparently and collaboratively with diverse but relevant partners to jointly identify and implement solutions to address the risks surrounding our supply chain.

An example of such an intervention is our participation in WWF's collective action program in the Buyuk Menderes Delta, Turkey. The program's vision is to serve as a model for other regions in Turkey and worldwide with regards to conservation of resources and sustainable use of water. This river delta has been recognized as an Important Bird and Biodiversity Area (IBA) for breeding and wintering water birds. However, it faces water scarcity, pollution and ecosystem degradation risks due to human lead activities in the basin as well as global climate change. The multi stakeholder approach of the program increases the overall effectiveness of conservation efforts as compared to organizations implementing individual plans. Through the program we hope to influence two key aspects of our supply chain: Upstream industrial activities of textile and leather factories, and downstream Cotton production.



Above is a summary of the overall basin risks in our supply chain

key actions

analyse

Analyse water data from wet processing units and gain knowledge about water use and risks, through WWFs Water Risk Filter (WRF). In the WRF, we measure physical, regulatory, and reputational water risks, by combining water-basin data with operational performance data.

training sessions

Carry out awareness-raising training sessions internally regarding general water use and risks as well as possibilities and solutions.

more sustainable fibres

Increase amounts of more sustainable fibres by using fibres with better production and cultivation methods, to minimize water use.

better washing facilities

Increase the amount of water-efficient production processes, for example by using better washing facilities for our denim production.



# climate

**Climate change is the biggest challenge we face. It affects the entire earth, and requires collective action to be solved. We humbly recognize the tremendous challenge that we face.**

Our goal is to reduce our greenhouse gases in line with the 1.5 °C pathway, as outlined by the United Nations Framework on Climate Change and the Paris Agreement. Within the framework of our STICA membership (Swedish Textile Initiative for Climate Action), we have set targets to minimize our climate impact, within all scopes, by a minimum of 50 % by 2028, compared to base year 2018. Our goal is to be part of the Swedish and Nordic textile industry's target to become the first climate-positive apparel and textile industry in the world, well before 2050.

In late 2021, we committed to setting science-based emission reduction targets. With science-based targets (SBT), we hope to see more clearly how much and how quickly we must reduce our greenhouse gas emissions to minimize the worst impacts of climate change.

**Our goals will then be in line with the latest climate science and what is considered absolutely necessary to meet the goals of the Paris Agreement. We will develop a target during 2022 and submit this for validation by the Science-Based Target Initiative.**

To reach these ambitious targets, we seek better production technologies, energy sources, chemicals, fibres, and methods to transport our products from production and home to our customers.

In our own operations, we continuously update our store lighting to LEDs. In 2021, 21 store lighting systems were converted, leading to more than 50 % of our stores being illuminated by LEDs. The work of having only renewable electricity in our stores continues. As part of the work, we started implementing a green lease appendix in the rental agreements with property owners for our stores.

During 2021, we initiated a capacity building programme within climate action for our top 20 suppliers in our biggest production markets. We worked more in-depth with our Turkish and Bangladeshi supply chain, discussing increased renewable energy as well as energy efficiency at the production units.

## our climate actions

### Own operations – scopes 1 & 2

All electricity purchased for our own facilities comes from Bra Miljöval (Good Environmental Choice)-certified renewable sources

Continuous increase of LED lights in stores

Implementing green lease agreements with property owners for locations that we lease

Energy mapping performed continuously

Limiting our company-owned vehicles to environmentally friendly vehicles

### Supply chain – scope 3

Decreased overproduction

Continued increasing more sustainable materials as well as production techniques in our products

Expanding circular business models

Increase freight options with lower climate impact

Minimize, substitute and re-use packaging materials

Capacity building programmes in the supply chain

Ongoing dialogue with suppliers about renewable energy as well as energy efficiency



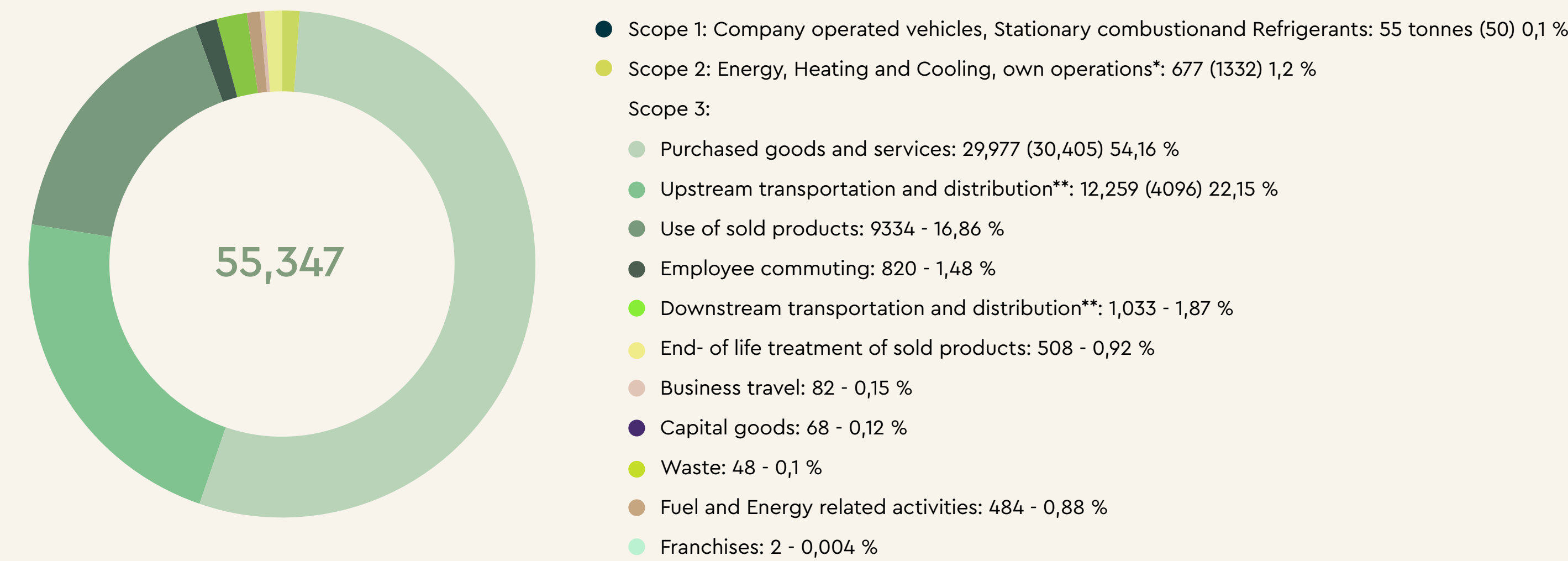


# climate emissions

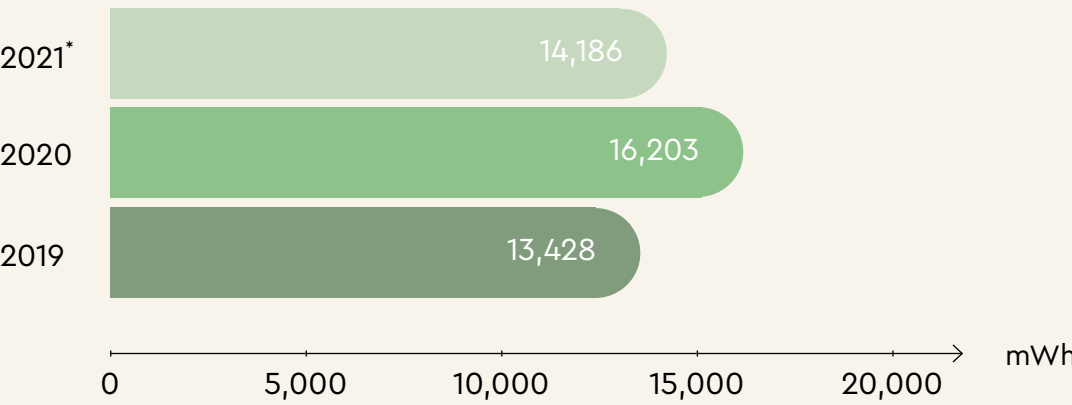
For 2021 years climate calculations we have expanded our Scope 3 in line with Science Based Target initiatives requirements. We have included calculations on emissions linked to use of sold products, employee commuting, end-of life treatment of sold products, capital goods as well as waste. It is clear that Scope 3 includes the vast majority of emissions, standing for 98,8% of our total ghg emissions, whereas Scope 1 and 2 together only stand for 1,2%. Out of Scope 3, Purchased goods and services stands for the majority of the emissions with 55%. What we also see is that the second largest emissions are from the user phase, with 17%.

We will approach the emissions in Scope 3 to large extent together with our suppliers, focusing on shifting their energy use to renewable energy as well as implementing energy efficiency methods to decrease their energy use. In the same time we will focus on buying products with more sustainable materials. But it is also clear that we need to focus on communication to our customers to increase the knowledge about user phase impact and how this could be decreased.

Total GHG emissions 2021, tonnes CO<sub>2</sub>e market based



Total energy consumption, scope 2, mWh

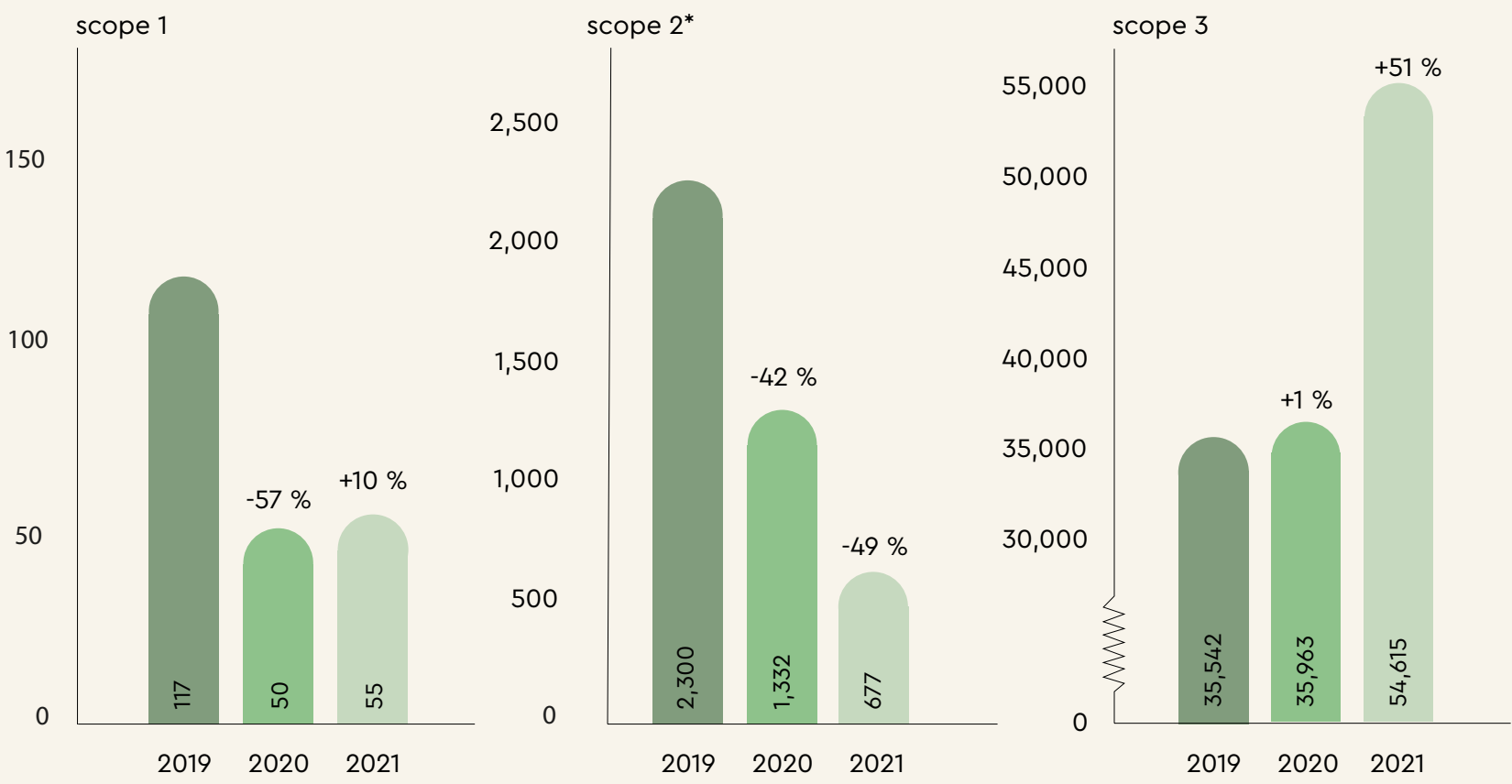


Reported electricity consumption includes heating and cooling for all countries. 2021 consumption decreased compared with 2020 owing to the decreased amount of square meters in stores, reduced amount of stores, increased LED lights as well as the exclusion of District Heating estimations for stores due to more accurate information from property owners who report for our stores.

\*Market based. Includes energy, heating and cooling at our offices, warehouse, and stores

\*\*WTW, Well-to-Wheel, total impact of fuel production (Well-to-Tank, WTT) as well as the impact of the vehicle use (tank-to-wheel TTW).

GHG emissions, (per year), tonnes CO<sub>2</sub>e



We see an increase in Scope 1 by 10% due to increased use of stationary combustion, linked to our air tunnel at our ware house. During 2021 we shifted our ware house and during a period we operated two warehouses which explains this increase. We also see a slight increase in transportation compared to 2020. These transportations were done with our company owned vehicles to our stores and increased due to released covid 19 restrictions. Compared to 2019 it is still a 42% decrease in transportations with our own vehicles.

In Scope 2 we have reduced all categories hence the decrease of 49%, this is partly made by continuous switch to LED lights in stores, but also due to the fact that several stores were closed or decreased in size. Previously

estimated data for District Cooling has been removed due to increased awareness about the non-use of district heating in our stores.

For the scope with biggest emissions, Scope 3, we see an increase of emissions, with 51%. Main reasons for this vast increase is the increased measurement scope including calculations on emissions linked to use of sold products, employee commuting, end-of life treatment of sold products, capital goods as well as waste, previously not included in scope 3 calculations. Other reasons for the increase in a rise in transportation emissions due to the unstable global freight situation during the year. However we see a small decrease emissions linked to purchased goods and services due to a decrease in total amount products bought.





Total waste, tonnes



waste

To close the circle of circularity, we need to manage waste properly and see the value it has; either for reuse or recycling.

Although, our main focus is to reduce - prevent and minimize waste. From our stores to our production offices globally, we follow the waste hierarchy as our way of working. The main waste of our value chain is created in production, where we have both textile waste and waste from processes such as washing and dyeing. It is very important that this waste is correctly managed, as poor handling can have severe impacts on the surroundings.

In our buying and design processes we work to minimize overproduction of products, and the cutting waste created in production we work to incorporate into recycling flows. This has during 2021, among others, been done through the Circular Fashion Partnership in Bangladesh. We continuously monitor waste aspect when performing our on-site supplier audits, minimizing risks for pollution causing negative effects on water and water living organisms, but also air pollution and landfill waste that can leach hazardous chemicals. We also have large amounts of waste at our stores; where cartons from suppliers are unpacked, and plastic packaging is discarded. For the waste produced at our stores, offices and warehouse, third party organizations collect the waste and recycle it accordingly. We annually receive waste flow and collection data from our collaborating waste management businesses, and prior to any agreement we make sure that waste is handled in line with any legislative obligations.

- Examples of our daily waste management actions**
- Buy less but better products
  - Use **leftover fabrics** for new collections
  - Include textile overages from production in circular fashion programmes
  - When possible, **remove polybags** during transportation
  - Reuse cartons** from suppliers
  - Reuse hangers** in stores
  - Recycle plastics and cartons** at our warehouse, offices and stores

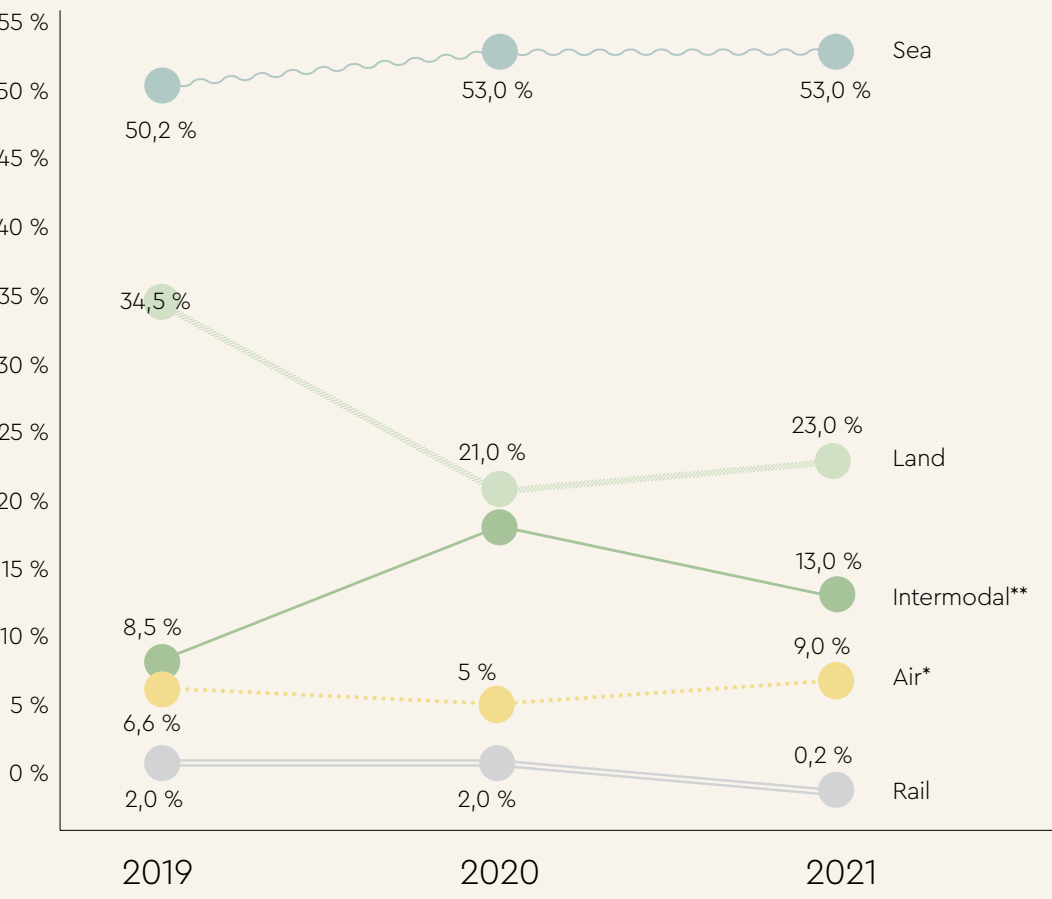


# logistics

The Covid-19 outbreak have caused chaos in the world's logistics chains, which has impacted our modes of transportation. Air freight has increased, due to the lack of equipment globally for sea shipments and insufficient port staff for coordinating vessel traffic.

The pandemic has caused many delays in transportation, but other incidents have contributed to increased delays during 2021. One incident that caused complications was the temporary blockage of the Suez Canal by the Evergreen Marine container ship in March. This caused major delays even after the canal was reopened, and this affected global capacity and equipment for many weeks thereafter. As a result Gina Tricot moved some styles to air and rail shipments. However, rail shipments quickly ceased as a result of traffic congestion and containers delayed by significant backlogs. The weather also caused many delays throughout the year; most of these situations were remedied by changing air and sea/air shipments, and retrieving containers earlier from another port in Europe.

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



\*Includes sea/air  
\*\*Multiple modes of transportation combined; in our case, land, rail, and sea.  
Calculations according to EN 16258



## our daily climate actions

Last year, we implemented the removal of plastic packaging during transport for dark-colored garments, but we realized it affected our warehouse management process specifically for jersey products: the price tags on each garment became entangled, and many times the garments fell off hangers because of their soft material. This made the process slower for our staff and ultimately for our end customer as well. From an environmental perspective, 2021 has been a challenging year, but we continue to strive in our work with sustainability. Some examples are provided below:

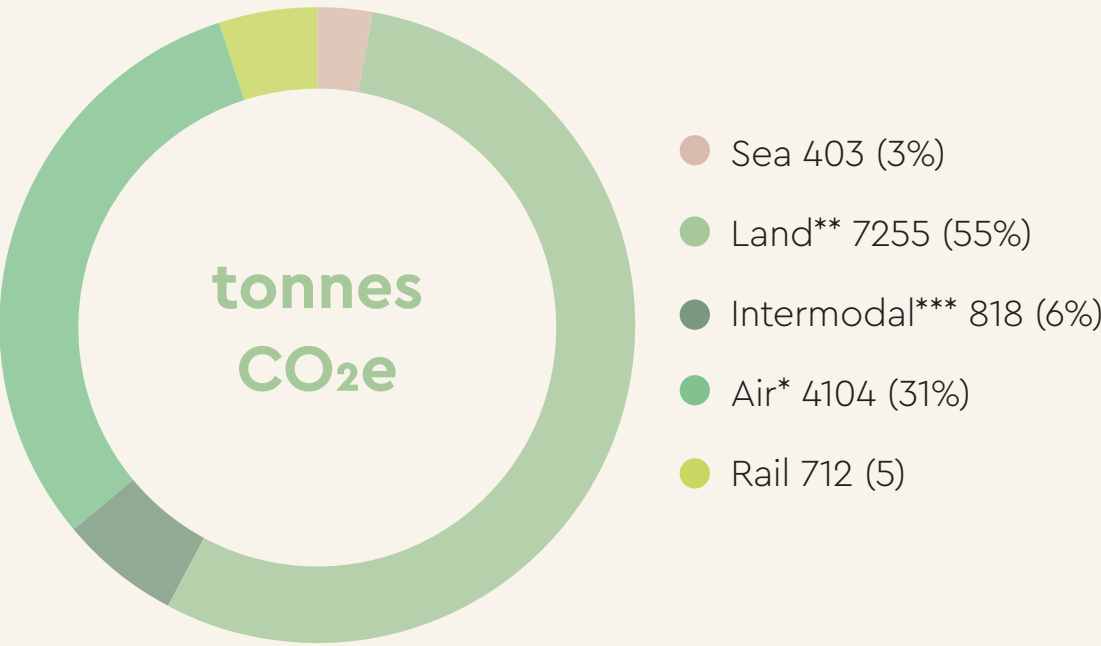
Overall, 2021 was a challenging logistics year, and despite all the problems, we still have sustainability in mind.

### New warehouse

Gina Tricot has moved its warehouse to a new location with motion-controlled lighting, which means that only the areas in which we are working are illuminated.

Although we had to re-implement the use of plastic in late 2021 and we increased air freight, our goal is still to remove as many unnecessary packaging materials as possible and use more sustainable modes of transport.

Distribution of GHG emissions by mode of transport





## e-commerce

During 2020, when Covid-19 hit the world, the e-commerce business accelerated at Gina Tricot, putting return challenges in the spotlight. During 2021, we have attempted to decrease the return rate in various ways, because this factor (along with many other negative effects) increases transportation.

In April, we implemented a review service to ask customers for feedback on the products they ordered. The comments, rating, and size estimation then becomes available for other customers to make it easier for them to make informed choices. Although we've received close to 15,000 reviews, we haven't seen considerable effects on the return rate, which we had expected would decrease as a result of increased product information.

During the year, we also identified customers with extraordinarily high return rates. We have blocked some of these customers and contacted the rest of them to raise their awareness of their behaviour and how it affects the environment.

We have extended product descriptions on selected products with a high return rate to improve the description of the garment fit for the customers.

Unfortunately, despite taking actions, we saw a higher return rate than during 2020. We will continue to work preventively with returns on site. For example, at the end of 2021, we will try out a size recommendation tool.

In addition to the return-related actions of 2021, we also implemented the following initiatives:

In June, we started to **offer our customers a circular packaging solution** (RePack) for all of our online orders.

**We made sustainable products more available on the website.** Through improved labelling and a more prominently placed Sustainable products category, we made it easier for customers to find the sustainable portion of our assortment.

During the year, **we started phasing out plastic bags for online orders and replacing them with paper bags.** By the end of September, we had reached a level of approximately 50 % paper bags.





# highlights of our actions and partnerships towards a more planet friendly business



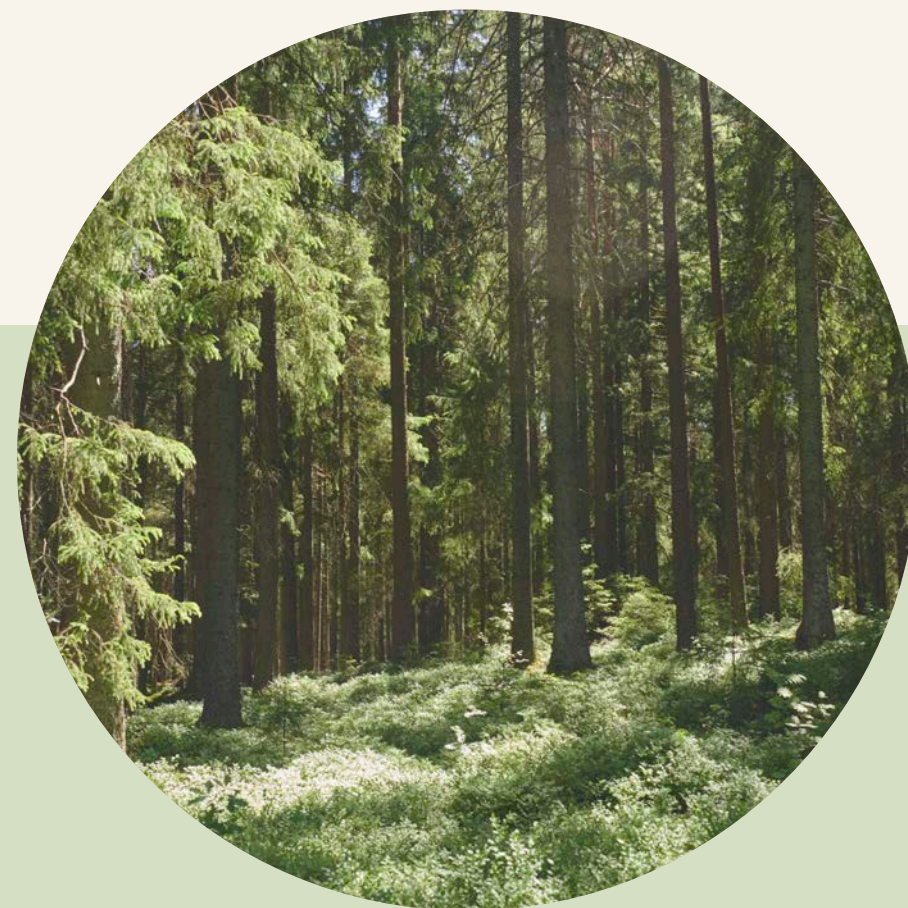
Circular Fashion Partnership

## circular fashion partnership

When 2021 started, one action we were certain about doing, was to join the Circular Fashion Partnership, led by Global Fashion Agenda in collaboration with Reverse Resources, the Bangladesh Garment Manufacturers and Exporters Association and P4G.

The partnership facilitates circular commercial collaborations between textile and garment manufacturers, recyclers and fashion brands, with the aim to recreate the production process so that it increases the value of textile waste. Our suppliers, Fakir Fashion and Shasha Garments, has during 2021 contributed with a total of 229 tonnes textile production waste.

Find more at <http://www.globalfashionagenda.com/circular-fashion-partnership/cfp-overview>



## internal sustainability training

All our headquarters and warehouse staff were able to enrol in our sustainability training through our internal mobile application. The training includes, among other things, areas such as planetary boundaries and sustainable consumption, and Gina Tricot's sustainability commitments.



## we teamed up with RePack

During 2021, we teamed up with RePack to launch their reusable and returnable delivery packaging, made from recycled materials, as an alternative for our online orders. We believe that the world needs better solutions to single-use packaging. In this area, RePack is at the forefront of development, offering a simple solution to the ever-growing problem of packaging waste.

Find more at [repack.com](https://repack.com)

**RePack**

RePack

### 1. Choose RePack

Choose to receive your order in RePack



### 2. ... then return it

Return the empty RePack packaging by easily folding it to the size of an envelope and dropping it off to a post box, anywhere in the world



### 3. RePack reuses it!

RePack takes the returned sustainable packaging, checks and cleans it, and redistributes it for reuse.



tables & indexes



## collaboration 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 organizations 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.





# risk and opportunity analysis






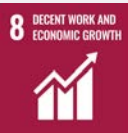



The textile industry is global, and it presents significant risks as well as major possibilities. We monitor the risks with the general purpose of managing them proactively and making sure that these risks do not disrupt our business or our ability to perform according to our business objectives and goals.

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 various 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.

	risk category	description of impact	risk level H / M / L	related opportunities	measures to mitigate risk and seize opportunities
Environmental and climate risks	<b>Climate change</b> Environmental pollution, Water overuse, Climate change and Deforestation	Harm to people and environment, Reduced quality of life, Damaged reputation, Fines, Penalties	H	New, innovative production and fibre technologies as well as new circular business models	Supplier and production monitoring, Climate measurements and actions in supply chain, Minimise business climate impact, Water stewardship, More sustainable viscose in products
	<b>Pollution</b> Regulatory violations linked to environmental pollution (air, water, soil)	Injuries, Reduced quality of life, Damaged reputation, Lawsuits, Fines	H	Injuries, Reduced quality of life, Damaged reputation, Lawsuits, Fines	Supplier and production monitoring Water stewardship
	<b>Raw materials</b> Lack of suppliers, Lack of materials, Production stoppages	Product loss, Sales loss	H	Continuous, even flow of high-quality materials leading to increased customer satisfaction	Production planning, Material booking, Capacity booking
	<b>Sustainable products</b> Lack of sustainable materials, Difficulties to re-use/have circular production (2nd life), recycle materials (end of life), obtain ethical design	Higher product climate impact, Damaged reputation, Loss of sales	M	New, innovative production and fibre technologies as well as new circular production models	Production planning, Material booking, Capacity booking, Internal innovation programme, Participation in science and research programmes
Social and human rights	<b>Working conditions in the supply chain</b> Human rights violations, Illegal and Unethical overtime, Health and safety, Employment and wages. Child labour and forced labour.	Injuries, reduced quality of life, damaged reputation	H	Long-term suppliers leading to better production quality and climate work	CoC, Supplier follow-up by Gina Tricot production offices as well as third party, Continuous supplier communication
	<b>Product quality and safety</b> Insufficient quality, Lack of product safety, Animal rights disruptions, Regulatory violations	Sales loss, Damaged reputation, Lawsuits, Fines	M	Increase product quality and sales as well as customer satisfaction	Product quality policies, Continuous product risk assessment, Production quality control, Product compliance tests, Nominated fibre producers, Third-party certifications
	<b>Societal contribution / Sustainable society</b> Negative impact on society due to negative effects on environment and climate as well as social and human rights and human resources	Harm to people and environment, Damaged reputation	M	Positive contriubtor to local society, Possibility to attract employees as well as compliant suppliers	
	<b>Crisis</b> Pandemics, Various attacks, Cyber-disruption	Production disruption, Hacks, Information risks	M		External monitoring, Internal and external policies, Crisis management routines, GDPR praxis
Human Resources	<b>Diversity and equality</b> Inability to recruit or retain competent staff, Discrimination, Decreased engagement, Diversity and Inclusion issues	Difficulties in attracting and retaining competent employees, Reduced quality of life, decreased productivity, Damaged reputation	M	Modern, inclusive employer with satisfied employees who want to deliver something extra	Work to remain an attractive employer Internal policies
	<b>Working conditions, benefits and career development</b> Health and safety, Employment and wages, Inability to recruit or retain competent staff, Decreased engagement	Difficulties in attracting and retaining competent employees, Reduced quality of life, Decreased productivity, Damaged reputation, Injuries	M	Modern, inclusive employer with satisfied employees who want to deliver something extra	Work to remain an attractive employer Internal policies Continuous training for staff
Business ethics	<b>Illegal / Unethical practices</b> Corruption, Fraud, Bribery and Money-laundering	Damaged reputation, Fines, Lawsuits	M		Internal and external policies Risk analysis per country Supplier evaluation



sustainability management table

sustainable development goals	topics	management/policies	aim	2021 activities	follow up and consequences	responsibility
	Animal welfare issues	Swedish Trade Confederation Animal Welfare Policy. The policy is 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 associated with unethical treatment or handling of animals. Implementation of the Swedish Trade Confederation Animal Welfare Policy demonstrates our stance and our desire to be a leader in industry practice.	Participation in the Swedish Trade Confederation network on animal materials. Commitment to only source animal-based fibres from either recycled or regenerated sources, or from farms certified to the Responsible Standards conducted by the Textile Exchange by 2023.	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 renounce our association with the Swedish Trade Confederation Animal Welfare Policy.	CSR and Quality Manager
	Anti-corruption	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 must 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. Information about our Whistleblowing Centre as part of our onboarding, which provides an opportunity to report suspicions of misconduct or anything that is not in line with our values and policies.	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.	Signed amfori BEPI. amfori audits, our own supplier visits and WWF WRF mapping. Climate data mapping and climate action training sessions with suppliers.	Part of supplier evaluation and production planning, where we strive to give preference to suppliers with good environmental initiatives. Mapping of environmental impact and setting clear goals through STICA. If we discover that our environmental requirements are systematically not being 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 of directors, 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 transports to sales markets have a significant negative impact on our climate. We also have some impact in relation to our own energy use.	Energy mapping with corrective actions. 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. Started to implement the Green Lease Appendix with property landlords.	Map environmental impact and set clear goals through STICA. Climate compensation for part of our known GHG emission impact during 2021. 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	2021 activities	follow up and consequences	responsibility
<div> <div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> </div> <div> <div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> </div> <div> <div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> </div>	<b>Training and education</b>	Gina Tricot values. Gina Tricot Smile Academy.	The aim with our competence development programme is to upgrade our employees' skills and develop strong and successful employees within the company.	All Gina Tricot employees receive regular performance and career development reviews. Gina Tricot Smile Academy was launched for the entire company.	Different types of employee appraisals with all employees during the year, such as development talks, follow-up talks and salary talks. Follow up in AI-driven employee surveys and development interviews.	HR Manager
<div> <div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> </div> <div> <div>15</div> <div>LIFE ON LAND</div> </div>	<b>Waste management</b>	Sustainability strategy. Packaging material strategy. Environmental policy.	The aim is to close the circle of circularity, in which we need to manage waste properly and see the value it has; either for reuse or recycling. Although, our main focus is to reduce - prevent and minimize waste. Minimizing risks for pollution causing negative effects on water and water living organisms, but also air pollution and landfill waste that can leach hazardous chemicals.	Include textile overages from production in circular fashion programmes such as the Circular Fashion Partnership in Bangladesh. Continuing our work on buying less but better products. Use leftover fabrics for new collections. Recycle plastics and cartons at our warehouse, offices and stores	Monthly and yearly reports from Circular Fashion Partnership, which we review and evaluate to see what changes can be made to be able to increase the percentage of recycled waste more. Annual waste flow and collection data from our collaborating waste management businesses, and prior to any agreement we make sure that waste is handled in line with any legislative obligations.	CSR and Quality Manager



## **gri index**

## GRI 101: Foundation 2016

general disclosures	disclosures	comments and omission made	page
GRI 102: GENERAL DISCLOSURES 2016	102-1 Name of the organisation.	Gina Tricot AB (part of the Gina Tricot Group AB)	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 Gina Tricot Group AB, 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 (78), Denmark (15), Finland (21), and Norway (35). An additional 26 European countries are served by e-commerce sales.	4
	102-7 Scale of the organisation.	Number of employees 1,522 Consolidated annual sales: 1 715 769 019 SEK For Gina Tricot Group AB	
	102-8 Total number of employees by employment type, gender and region.	Total number of employees: 1,522  Number of employees per country: Sweden: 737 Norway: 405 Denmark: 129 Finland: 241 Bangladesh: 10  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: 641 Temporary: 96 Norway: 405 in total. No information on types of contract available. Denmark: Permanent: 127 Temporary: 0 Finland: Permanent: 167 Temporary: 74 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 omission 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 149 stores, which is 2 fewer stores than the previous year. In total, we opened 1 new store, relocated 4 stores and closed 3.	
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.		6
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.	51-54
STAKEHOLDER ENGAGEMENT		
102-40 Stakeholder groups engaged by the organisation.		8
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.	8
102-42 Basis for identifying and selecting stakeholders with whom to engage.		8
102-43 Approach to stakeholder engagement, including frequency of engagement by type and stakeholder group.		8
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.		8



	disclosures	comments and omission 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.		7
	102-47 Material topics identified in the process for defining report content.		7
	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 2021 fiscal year.	
	102-51 Publication date of the most recent previous report.	April 2021	
	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.		53-59
	102-56 External assurance.	This report has not been externally assured.	



material topics	disclosures	comments and omission 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.	56
	103-2, 103-3 Description and evaluation of the management approach.		50-52
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed.	Value (in SEK million) Net sales: 1,719 (1,768) Operating costs: -1,348 (-1,304) Employee wages and benefits: -301 (-271) Interest: -6 (-7) Taxes: -71 (-72) Community investments: -2 (-3) Economic value retained: -10 (111) Liabilities: -863 (-1,026) Equity: 528 (520) Sold products (number of items): 12 003 764 (12,464,244) The figures above are consolidated figures for Gina Tricot Group AB	50-52
ANTI-CORRUPTION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		20, 50
	103-2, 103-3 Description and evaluation of the management approach.		20, 50-52
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.	20, 50
	205-3 Confirmed incidents of corruption and actions taken.		20
MATERIALS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		24-33, 51
	103-2, 103-3 Description and evaluation of the management approach.		51
Other disclosure	Own indicator: List of more sustainable materials. Total % of garments produced using more sustainable materials.		30
ENERGY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		42, 50
	103-2, 103-3 Description and evaluation of the management approach.		50
GRI 302: Energy 2016	302-1 Energy consumption within the organisation.		42



material topics	disclosures	comments and omission made	page
EMISSIONS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		43–44, 51–52
	103–2, 103–3 Description and evaluation of the management approach.		51–52
GRI 305: Emissions 2016	305–1 Total direct greenhouse gas emnssions (Scope 1)		42
	305–2 Total indirect greenhouse gas emissions (Scope 2).		42
	305–3 Other relevant indirect greenhouse gas emissions (Scope 3).		42
WASTE			
GRI 103: Management approach 2020	103-1 Explanation of the material topic and its Boundary.		43
	103-2, 103-3 Description and evaluation of the management approach.		43, 51–52
GRI 306: Waste 2020	306–1 Waste generation and significant waste-related impacts		43
	306–2 Management of significant waste-related impacts		43
	306–3 Waste generated		43
ENVIRONMENTAL IMPACT OF SUPPLIERS			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundary.		40–43
	103–2, 103–3 Description and evaluation of the management approach.		40–44, 50–52
GRI 308: Supplier Environmental Assessment 2016	308–2 Negative environmental impacts in the supply chain and actions taken.		13, 22, 40–44,50–52
EMPLOYMENT			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundary.		19–20, 53
	103–2, 103–3 Description and evaluation of the management approach.		19, 53
OCCUPATIONAL HEALTH AND SAFETY			
GRI 103: Management approach 2020	103–1 Explanation of the material topic and its Boundary.		19–21
	103–2, 103–3 Description and evaluation of the management approach.		19–21, 51
GRI 403: Occupational Health and Safety 2016	403–1 Occupational health and safety management system.		21, 51
	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.	21, 51



material topics	disclosures	comments and omission made	page
	403-3 Occupational health services.		21, 51
	403-4 Worker participation, consultation, and communication on occupational health and safety.		19-21,51
	403-5 Worker training on occupational health and safety.		21,51
	403-6 Promotion of worker health.		21, 51
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships.		21-22
	403-9 Work-related injuries.		20
TRAINING AND EDUCATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		17-19
	103-2, 103-3 Description and evaluation of the management approach.		17-19, 52
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs		18
	404-3 Percentage of employees receiving regular performance and career development reviews		52
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.		19, 51
	103-2, 103-3 Description and evaluation of the management approach. Number of employees in each age group.		19, 51
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity reported for senior executives and other staff.		19, 51
NON-DISCRIMINATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		19, 51
	103-2, 103-3 Description and evaluation of the management approach.		19, 51
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken.		19, 51



material topics	disclosures	comments and omission made	page
CHILD LABOUR			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		15-16, 51, 59
	103-2, 103-3 Description and evaluation of the management approach.		15-16, 51
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.	15-16, 51, 59
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.	12-14, 21-22, 51
	103–2, 103–3 Description and evaluation of the management approach.		21-22,51
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.	21-22,59
SOCIAL CONDITIONS IN OUR SUPPLY CHAIN			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundary.		12-14, 21-22, 51
	103–2, 103–3 Description and evaluation of the management approach.		51
GRI 414: Supplier Social Assessment 2016	414–1 Percentage of new suppliers that were screened using social criteria.		13
	414–2 Negative social impacts in the supply chain and actions taken.		12-16,51
PRODUCT RESPONSIBILITY			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundary.		30-35
	103–2, 103–3 Description and evaluation of the management approach.		34, 51
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.		34
ANIMAL WELFARE ISSUES			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.		32
	103-2, 103-3 Description and evaluation of the management approach.		32, 50
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**  
It is the board of directors who is responsible for the statutory sustainability report for the year 2021 (the financial year 2021) and 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, March 2022  
Öhrlings PricewaterhouseCoopers AB

Mattias Palmqvist  
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  
Victor Appelqvist  
Babba Rivera

**Deputies**  
Annette Appelqvist

Approved by the board of directors, March 2022.

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## contact us!

We are the sustainability team at Gina Tricot, feel free to contact us if you have any questions.

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