

# RANK A BRAND

- suomalaisten vaatebrändien  
ilmasto-, ympäristö- ja ihmisoikeustyö  
ja sen läpinäkyvyys

EETTi





Tämän julkaisun on tuottanut Eettisen kaupan puolesta ry (Eetti). Eetti on kansalaisjärjestö, joka edistää oikeudenmukaista maailmankauppaa, kestäviä tuotantotapoja ja vastuullista kuluttamista.

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**Tuettu Suomen  
kehitysyhteistyövaroin**

# **Suomalaiset vaatebrändit ovat parantaneet vastuullisuustyötään ja siitä viestimistä**

Kuluttajien kiinnostus vaatteiden alkuperää kohtaan on viime vuosina kasvanut ja vastuullisuudesta on tullut yhä isompi trendi, jota yritykset käyttävät hyväkseen markkinoinnissa. Vaikka vaatetuotannon vastuullisuuden lisääntyminen on tärkeää sekä ympäristön että työntekijöiden näkökulmasta, on kasvava vastuullisuustrendi tuonut mukanaan myös haasteita. Samalla kun yhä useampi yritys julistautuu vastuulliseksi, jää kuluttajan harteille mahdoton tehtävä: vastuullisuuslupausten kriittinen tarkastelu ja vertailu.

Miten suomalaiset vaateyritykset ottavat toiminnassaan huomioon ilmaston, ympäristön ja ihmisoikeudet? Entä miten paljon ja kuinka avoimesti tehdystä vastuullisuustyöstä kerrotaan? Näihin kysymyksiin vastaamme tässä raportissa.

Huhtikuussa 2019 julkaistussa raportissa Rank a Brand - suomalaisen vaatebrändien ilmasto-, ympäristö- ja ihmisoikeustyön läpinäkyvyys yksikään vaatebrändi ei päässyt A-kategoriaan ja vain yksi brändi nousi B-kategoriaan.

Seurantaraportissa tarkastellaan, millaista kehitystä on tapahtunut vajaan puolentoista vuoden aikana. Raportista selviää, että suomalaiset vaatebrändit ovat käynnistäneet ilmastotyönsä, minkä lisäksi monet ovat lisänneet verkkosivuilleen täsmällistä tietoa vastuullisuustyötään ja arvoketjustaan. Tästä positiivisesta kehityksestä huolimatta, liikevaihdoltaan suurimmat yritykset eivät ole merkittävästi parantaneet tulostaan viime vuodesta.

Vastuullisuustietojen pitäisi olla helposti saatavilla, jotta kuluttajilla on mahdollisuus tehdä vastuullisia valintoja. Rank a Brand tarjoaa suomalaisille vaatebrändille puolueettoman työkalun vastuullisuustyön kehittämiseen ja siitä viestimiseen.

Vuonna 2020 suomalaisista brändeistä neljä nousi A-kategoriaan: FRENN, Globe Hope, PaaPii ja Papu. Arvioiduista yrityksistä 11 ylsi B-kategoriaan, C-kategoriasta löytyy 4 yritystä, D-kategoriasta 10 ja E-kategoriasta 6.

Parhaat pisteet saaneita yrityksiä yhdistää se, että niiden valmistus tapahtuu pelkästään Suomessa ja/tai maissa, joissa on matala ihmisoikeusloukkausten riski sekä vahva ympäristölainsäädäntö ja -valvonta. Yritykset kertovat täsmällisesti missä niiden tuotteet valmistetaan, mitä materiaaleja niihin käytetään sekä mitä muita konkreettisia vastuullisuustoimenpiteitä yritys tekee.

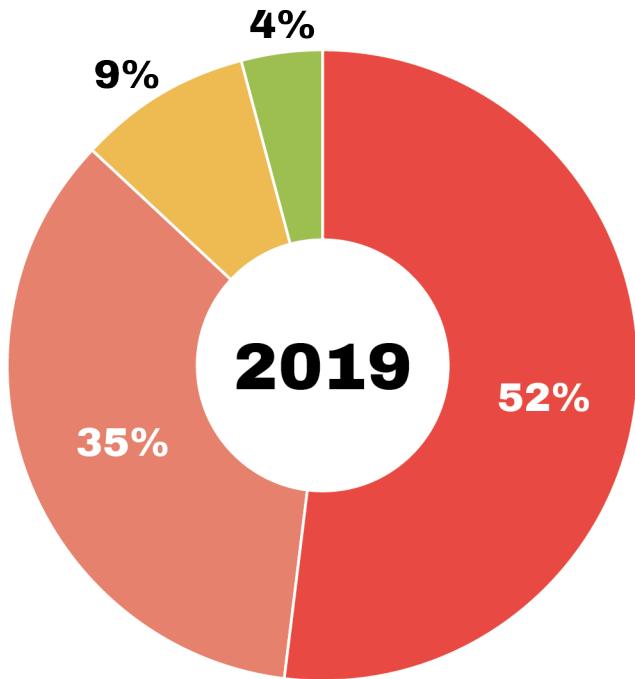
Kriittinen kuluttaja, joita on yhä enenevissä määrin, osaa kaivata täsmällistä tietoa ympäripyöreiden lupaus-ten sijaan. Kuten tämän raportin tuloksista käy ilmi, suomalaisbrändien välillä on suuria eroja sekä vastuullisuus-työssä että siitä viestimisessä.

Erityisesti riskimaissa tuottavien yritysten tulisi kehittää läpinäkyviä konkreettisia toimia ja mittareita muun muassa työolojen parantamiseksi ja elämiseen riittävien palkkojen edistämiseksi. Vastuullisuustyötä pitää myös kertoa avoimesti, jotta sen luotettavuutta voidaan arvioida ja seurata.

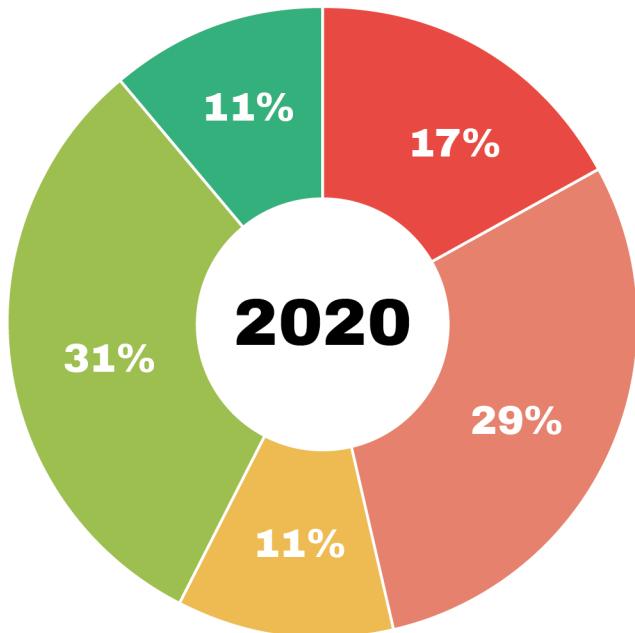


# KOKONAISPISTEET

(MAX 34 PISTETTÄ)



- A** -
- B** Papu (22)
- C** Sail&Ski (16), Vimma (14)
- D** BYPIAS (10), Noom (9), Lindex (7), Marimekko (7), House (6), mywear (6), NOSH (6), R-Collection (6)
- E** Halti (3), Reima (3), Nanso (2), Pola (2), Sasta (1), Peak Performance (1), Gugguu (0), Luhta (0), Makia (0), Rukka (0), Torstai (0), Your Face (0)



- A** FREN (29), Globe Hope (26), PaaPii (25), Papu (25)
- B** R/H (24), Aarre (23), Vimma (22), BYPIAS (21), Uhana (21), Very Nice (20), Sail&Ski (20), Alpa (19), NOSH (19), Gugguu (19), Samuji (19)
- C** Marimekko (15), Pure Waste (14), Halti (14), R-Collection (12)
- D** NOOM (10), Lindex (9), Pola (8), House (8), Ivana Helsinki (7), Makia (7), mywear (7), Nanso (7), Sasta (10), Sidoste (10)
- E** Reima (4), Billebeino (3), Rukka (0), Your Face (0), Torstai (0), Luhta (0)

# Näin arvionti tehtiin

Suomalaisen vaateyritysten vastuullisuutta arvioitiin riippumattoman Rank a Brand -järjestön kehittämällä kriteeristöllä. Rank a Brand -arvioinnissa brändit jakautuvat vastuullisuustyöstään saamiensa pisteen mukaan viiteen kategoriaan (A-E).

Arviontiin valittiin liikevaihdoltaan merkittävimät suomalaiset brändit sekä liuta pienempiä Eetin someseuraajien toiveiden pohjalta. Yhteensä arvioitiin 35 brändiä ulkoilu-, lasten- ja aikuisten vaatteita valmistavilta yrityksiltä. Viime vuonna arviodut 23 brändiä olivat kaikki mukana tänäkin vuonna, lukuunottamatta Peak Performancea, joka ei enää ole suomalaisomistuksessa.

Syksyn 2019 aikana kymmenen Eetin nuorta vapaaehtoista sai koulutuksen Rank a Brand -kriteeristöstä. Helmikuussa 2020 vertailuun valituille yrityksille järjestettiin infotilaisuus, jossa esiteltiin kriteerit ja työn aikataulu. Eetin vastuullisuusasiantuntijan tuella aktiiviset vapaaehtoiset kävivät läpi yritysten verkkosivut ja julkisesti saatavilla olevat vastuullisuuraportit ja -katsaukset kevään 2020 aikana, täytteen kunkin yrityksen kohdalla 34 kysymyksen arviontitaulukon.

Yrityksille lähetettiin alustavat arviot toukokuun lopulla. Tämän jälkeen yrityksillä on ollut mahdollisuus kysyä neuvoja täsmällisen vastuullisuusviestinnän tekemiseen ja päivittää lisätietoa nettisivuilleen. Viime vuonna arvioduista brändeistä kahdeksantoista sai nyt enemmän pisteytä. Ensimmäistä kertaa arvioduista kolmestatoista brändistä kymmenen paransi tulostaan alustavasta arviosta.

Rank a Brand -arvointisivusto sulautui alkuvuodesta 2020 osaksi toista verkkosivusta (Good on You), eikä ole enää sellaisenaan olemassa. Vuosien 2019 ja 2020 arvioinneissa käytettiin kuitenkin samaa arvointikriteeristöä, jotta tulokset olisivat keskenään vertailukelpoisia.

Arvioinnin lähtökohtana on, että tiedon pitäisi olla helposti tarjolla kiinnostuneelle kuluttajalle ja muille sidosryhmille, minkä vuoksi emme ottaneet huomioon yritysten meille sähköpostitse tai puhelimitse kertomia lisätietoja, mikäli yritys ei ollut valmis kertomaan näitä tietoja julkisesti.

Rank a Brand vertailee nimenomaan brändejä koko-naisen yritysten sijaan. S-Ryhämä, Kesko, Stockmann ja Tokmanni ovat isoja toimijoita, joiden liiketoiminnassa vaatetuontto on piennä osassa. Kaikki kertovat vastuullisuustyöstään laajasti, mutta kuluttajan näkökulmasta tietoa erityisesti omien vaatebrändien tuotannosta on tarjolla melko niukasti.

## Tulokset

Yritykset saivat pisteytä kolmessa kategoriassa. Vastaukset on pisteytetty seuraavalla tavalla: kysymykseen löytyy selkeä vastaus = 1 piste, vastaus on epäselvä, puutteellinen tai selkeästi kielteinen = 0 pistettä (merkity vastaustaulukoon kysymysmerkillä). Epäselvistä vastauksista ei saa pisteytä. Kaikkien brändien tulokset lähdelinkkeineen löytyvät tämän raportin lopusta.



## **Yrityksen ilmastotoimet (maks. 6 pistettä)**

Ilmasto-osiossa huomioidaan yrityksen hiilijalanjälki: yrityksen suorat päästöt, muualta ostettu sähkö sekä muut epäsuorat päästöt. Osiossa kysytään esimerkiksi yrityksen käyttämästä sähköstä ja pisteitä saa uusiutuvan energian käytöstä. Tieto siitä, että yrityksen käyttämä sähkö on kokonaan uusiutuvaa energiaa, ei sellaisenaan riitä. Saadakseen pisteitä uusiutuvan energian käytöstä, yrityksen pitäisi prosenttiosuuksien lisäksi kertoa sähkön lähteet.

Uusiutuvan energianlähteisiin hyväksytään Rank a Brand -kriteeriston mukaan aurinko- ja tuulivoiman lisäksi esimerkiksi ekosertifioitu vesivoima, jossa huomioidaan kalankulkku, vesien virtaama ja jokien elinympäristöt. Joidenkin yritysten julkaisema sähköntoimitajan tarjoama alkuperätakuu (Guarantee of Origin)

takaa energian uusiutuvuuden, mutta ei sen ympäristötarvoja. Vesivoiman osalta edellytetään ympäristömerkkia kuten Suomen luonnon suojaeluliiton EKOenergia tai vastaava.

Kaupparyhmat olivat vuoden 2019 arvioinnin ainoat yritykset, jotka saivat pisteitä ilmastovaikutustensa raportoinnista. Vuonna 2020 kahdeksantoista yritystä sai pisteitä ilmasto-osiosta. Useat yritykset myös kertoivat aloittaneensa ilmastovaikutusten arvioinnin ja asettavansa tavoitteet sen pienentämiseksi vuoden 2020 aikana.

Saadakseen pisteen tavoitteesta pyrkiä hiilineutraaliksi, on brändillä oltava laskelma hiilijalanjäljestä ja sen on esitettävä aikataulu sekä toimenpiteet, joilla se aikoo päästä tavoitteeseensa. S-Ryhämä, Kesko ja Tokmanni ovat asettaneet kansainvälisen Science Based Targets -aloitteen mukaiset tavoitteet. Lisäksi pisteen saivat Alpa, FREN, By Pia's ja Halti.

## **ILMASTO** (MAX 6 PISTETTÄ)



A	FREN	Globe Hope	Paapii	Papu		
B	Aarre	Alpa	BYPIAS	Gugguu	NOSH	R/H
	Sail&Ski	Samuji	Uhana	Very Nice	Vimma	
C	Halti	Marimekko	Pure Waste	R-Collection		
D	House (S-ryhmä)	Ivana Helsinki	Lindex (Stockmann)	Makia	mywear (Kesko)	Nanso
	NOOM (Stockmann)	Pola (Tokmanni)	Sasta	Sidoste		
E	Billebeino	Luhta	Reima	Rukka (Luhta)	Torstai (Luhta)	Your Face (Luhta)

## Yrityksen ympäristötoimet (maks. 12 pistettä)

Tässä osiossa brändeille on tarjolla pisteitä vastuullisesti tuotetuista raaka-aineista (esim. luomupuuvilla, -hamppu ja -pellava, kierrätyskuidut, Tencel, Lyocell), haitallisten kemikaalien käyttökielosta ja kielion seurannasta, käytetyistä pakausmateriaaleista, pienentyneen jättejalanjäljen raportoimisesta ja toimista vaatteiden elinkaaren pidentämiseksi tai kierrätyksen parantamiseksi.

Osa brändeistä kertoo käyttävänsä vastuullisesti tuotettuja raaka-aineita, mutta ei kerro niiden osuutta kaikista käytetyistä raaka-aineista. Pisteiden saamisen edellytyksenä on avoimuus vastuullisten raaka-aineiden osuudesta koko tuotannosta (pisteitä saa porraستusti sen mukaan onko vastuullisia raaka-aineita vähintään 5 %, 10 %, 25 %, 50 %, 75 % tai 90 %).

Kysymykseni pisteytyksessä otetaan huomioon kunkin yrityksen kokonaishankinnat, eikä yhdestä ekomalistosta siis välittämättä heltiä pisteitä, ellei sen osuutta raaka-aineiden kokonaishankinnasta kerrota.

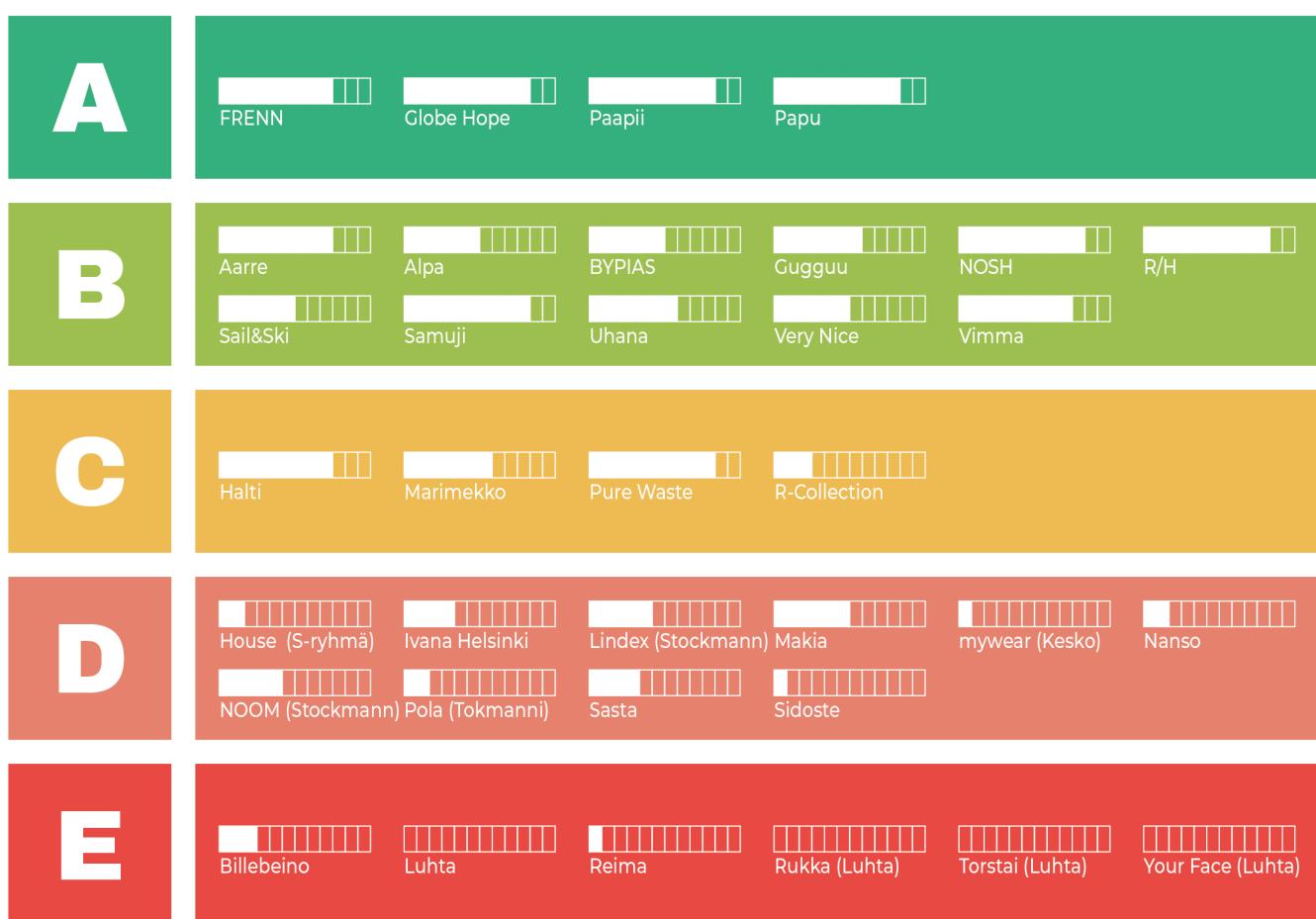
Esimerkiksi S-Ryhää on julkaissut tavoitteeen käytää pelkästään vastuullisempaa puuvillaa vuoteen 2025

mennessä, mutta ei kerro mikä osuus sen tekstiilihankinnoista on puuvillaa, kierrätettyä, Reilua kauppa tai BCI-puuvillaa (Better Cotton Initiative). Marimekko täsmensi viestintäänsä viime vuodesta jolloin se kertoi, että 53 % käytetystä puuvillasta oli BCI-puuvillaa, mutta yrityksen raportista ei käynyt ilmi mikä sen osuus oli kaikesta raaka-aineesta. Nyt Marimekko kertoo, että 66 % sen materiaalien kokonaismäärästä on BCI-puuvillaa, minkä ansioista sen pisteet nousivat neljällä.

Kemikaaleihin liittyvän raportoinnin osalta pisteitä saivat yritykset, joiden vaatetuotanto tapahtuu matalan riskin maissa sekä raportointiaan parantaneet Halti ja Marimekko. EU:n REACH-lainsäädäntöön tai kuluttajien tuoteturvallisuuteen vetoaminen ei riitä, sillä arviointikriteeristö edellyttää myös kemikaalien valvontaa tuotannon osalta nk. riskimaissa. Pelkkä kieltolista (RSL - restricted substance list) ei riitä varmistamaan koko tuotantoketjun läpäisevää valvontaa ja suojelemaan ympäristöä sekä työntekijöitä.

Osiossa kysytään myös yrityksen käyttämistä pakausmateriaaleista, sen tuottamasta jätemäärästä ja jättejalanjäljen pienentämisestä, sekä yrityksen toimista vaatteiden elinkaaren pidentämisen (kerääminen, kierräminen, korjaaminen) osalta.

## YMPÄRISTÖ (MAX 12 PISTETTÄ)



## Työelämä- ja ihmisoikeudet (maks. 16 pistettä)

Arvioinnin eniten pisteitä sisältävään osioon sisältyy yrityksen eettinen ohjeistus, sen toteutumisen seuranta ja korjaavista toimenpiteistä raportoiminen, valitusmekanismin olemassaolo ja seuranta, hyväksytyn vastuullisuusjärjestelmän jäsenyys, tuotannon monitorointi, tehdaslistojen julkaiseminen, työntekijöiden oikeus elämiseen riittävään palkkaan sekä alihankintasuhteiden keskittäminen ja niiden pituus.

Eettinen ohjeistus (Code of Conduct) ei yksin riitä takaamaan hyviä työoloja tai ihmisoikeuksien toteutumista, vaan se tarvitsee tuekseen pitkäjänteistä kehitämistä ja valvontaa, joista on hyvä kertoa mahdollisimman avoimesti ja yksityiskohtaisesti. Eettisellä ohjeistuksella vastuullinen yritys määrittelee oman toimintansa pelisäännöt, joiden toteutumista se seuraa ja valvoo läpi tuotantoketjun.

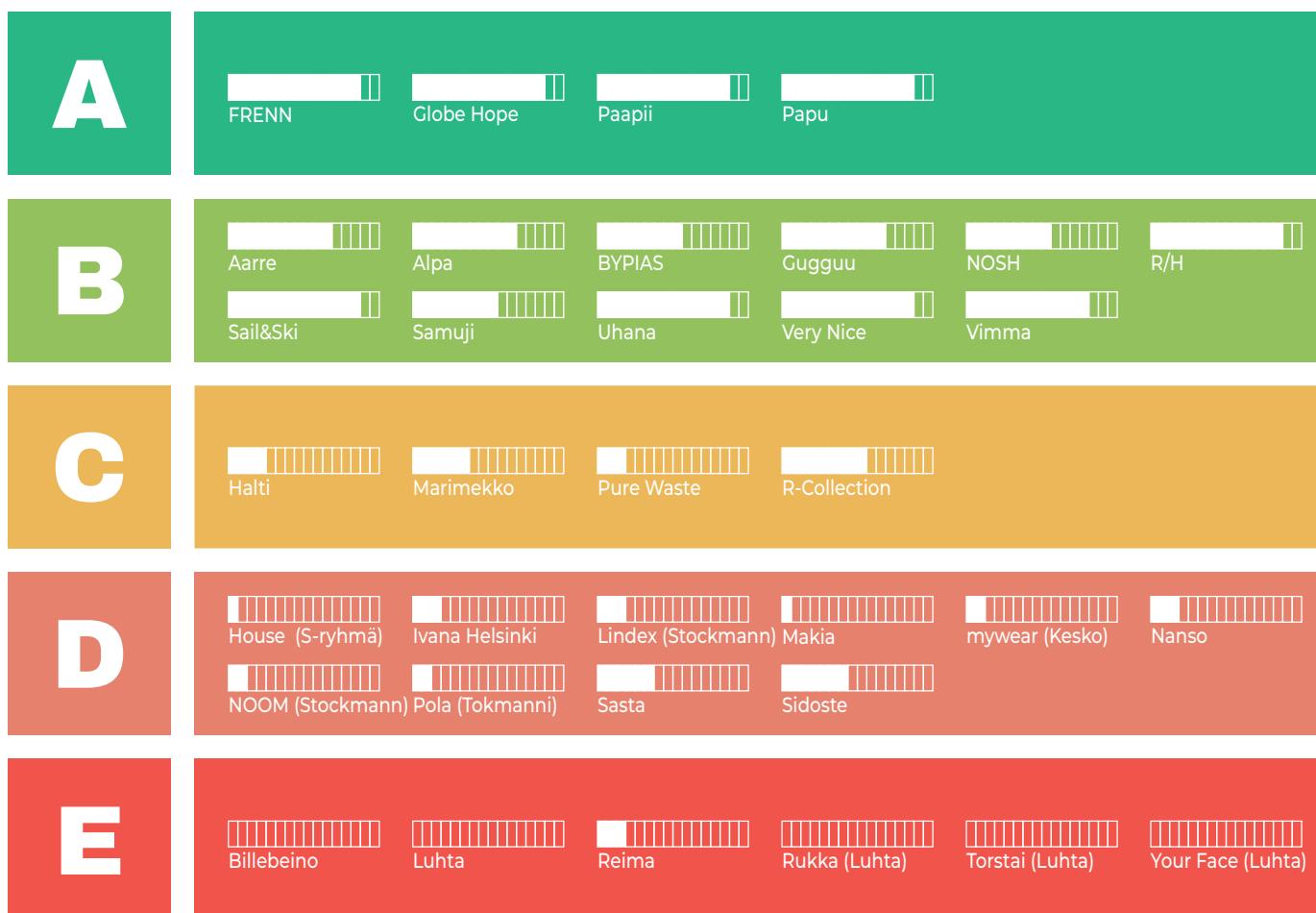
Moni arvioduista brändeistä tuottaa vaatteita riskimaissa, mikä edellyttää toimia hyvien työolojen ja elä-

miseen riittävien palkkojen turvaamiseksi. Pisteitä voi saada porrastetusti, riippuen siitä kuinka suuri osa tuotannosta tapahtuu matalan riskin maissa, kuten Suomessa, Virossa, Liettuassa ja Portugalissa. Yrityksille voi tulla yllätyksenä, että Euroopassakin on niin kutsuttuja kohonneen riskin maita tekstiliteollisuuden työolojen osalta. Esimerkiksi Italia luokitellaan kohonneen riskin maaksi Verisk Maplecroftin riskimalistauksessa.

Riskimaissa vaatteita tuottavan yrityksen tulisi sitoutua elämiseen riittävään palkkaan julkisesti, luoda toimintamalleja tämän saavuttamiseksi ja raportoida edistykeestä avoimesti. Näitä voidaan valvoa esimerkiksi eri sidosryhmä osallistavan valvontajärjestelmän ja sen auditointien kautta.

Sosiaalisen vastuun valvontajärjestelmä Amfori BSCI, johon 13 arvioduista suomalaisbrändistä kuuluu, ei täytä vaatimusta kansalaisyhteiskuntaa osallistavan vastuullisuusjärjestelmän jäsenyydestä. Kansalaisjärjestöt ovat toistuvasti nostaneet esiin puutteita esimerkiksi Amfori BSCI:n auditointikäytäntöihin liittyen, eikä pelkästään kyseisen järjestelmän jäsenyydellä saa pisteitä työelämä- ja ihmisoikeusosiosta.

## IHMISOIKEUDET (MAX 16 PISTETTÄ)



On myönteistä, että yhä useampi suomalainen vaatealan yritys julkaisee tietoa käyttämistään tehtaista. Arvioiduista yrityksistä 25 julkaisee vähintään ensimmäisen portaan tuottajansa, osa myös kaikki kangastoimittajansa. Tehdaslistojen julkaiseminen on läpinäkyvän tuotannon lähtökohta ja olisi toivottavaa, että yritykset jatkossa julkaisisivat tietoa myös tavarantoimittajien alihankkijoista. Viime vuoteen verrattuna esimerkiksi

Tokmanni on julkaissut tänä vuonna Pola-brändinsä ensimmäisen portaan toimittajat, minkä ansiosta sen pisteet nousivat kahdella.

Matalan riskin maissa ihmisoikeudet toteutuvat paremmin lainsäädännön ja viranomaisvalvonnan puitteissa. Vastuullinen yritys noudattaa huolellisuutta, vaikka ensimmäisen ja toisen portaan toimijat sijaitisivat matalan riskin maissa.

## Suositukset:

### Yritysten tulee

- tehdä kattavaa ihmisoikeusvaikutusten arvointia YK:n liike-elämää ja ihmisoikeuksia koskevien ohjaavien periaatteiden mukaisesti sekä raportoida havaitusta riskeistä ja toimista niiden minimoimiseksi.
- tehdä yhteistyötä kansalaisjärjestöjen, ammattiliittojen ja muiden yritysten kanssa esimerkiksi liittymällä Fair Wear Foundationin yritysvastuujärjestelmään.
- riskimaatuontansa osalta sitoutua julkisesti elämiseen riittävään palkkaan, luoda toimintamalleja tämän saavuttamiseksi ja raportoida edistyksestä avoimesti.
- asettaa tavoitteet omien ilmasto- ja ympäristövaikuttensa minimoimiseksi ja raportoida edistyksestä läpinäkyvästi.
- julkaista tehdaslistansa Transparency Pledgen mukaan.

### Päätäjien tulee

- edistää yrityksiä sitovaa ihmisoikeuksia koskevaa yritysvastuulakia Suomessa.
- varmistaa, että Suomi jatkaa kunnianhimoisen yritysvastuulainsäädännön edistämistä EU:ssa ja globaalisti.
- luoda kannustimia hiilineutraaliudelle.

### Kuluttajana ja kansalaisena

- pyydä yrityksiä kertomaan täsmällisesti vaatteiden tuotanto-oloista ja niiden tekemästä vastuullisuutyöstä.
- mieti voitko uuden ostamisen sijaan lainata, vuokrata tai ostaa käytettyynä
- harkitse huolellisesti ennen kuin ostan uusia vaatteita ja suosi silloin konkreettisesti ja läpinäkyvästi vastuullisuustyöstään kertovia yrityksiä.
- tutustu yritysten vastuullisuustyöhön.
- kysy kansanedustajilta ja europarlamentaarikoilta, mitä he tekevät yritysvastuuun edistämiseksi ja ilmaise tukesi yritysvastuulainsäädännölle.



Brand Owner  
Head Office Location  
Brand

Aarrelabel / Pumpkin Design Oy  
Pirkkala  
Aarre



**Result: B (19-24): Suunta on oikea 23 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	Aarrelabel/ Black Moda Oy publishes climate footprint of 5 941.5 CO2 tonnes in 2019 and reports a reduction of 2 955 tonnes from previous reporting year.	p. 7 <a href="https://aarrelabel.com/wp-content/uploads/2020/07/aarre-vastuullisuusraportti-2019-2.pdf">https://aarrelabel.com/wp-content/uploads/2020/07/aarre-vastuullisuusraportti-2019-2.pdf</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	Aarrelabel reports using 100% renewable energy of total electricity consumption (EKOenergy wind) in 2019.	p. 7 <a href="https://aarrelabel.com/wp-content/uploads/2020/07/aarre-vastuullisuusraportti-2019-2.pdf">https://aarrelabel.com/wp-content/uploads/2020/07/aarre-vastuullisuusraportti-2019-2.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	Yes	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Aarrelabel publishes an overall climate footprint for 2019, however it does not provide clear Scope 3 calculations.	p. 8 <a href="https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuusraportti-2019.pdf">https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuusraportti-2019.pdf</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q2.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Aarrelabel takes several measures to become carbon neutral by 2030, such as use of 100% renewable energy for its own operations, yet emissions have grown from the last reporting year due to growth in operations.	p. 7, 34: <a href="https://aarrelabel.com/wp-content/uploads/2020/07/aarre-vastuullisuusraportti-2019-2.pdf">https://aarrelabel.com/wp-content/uploads/2020/07/aarre-vastuullisuusraportti-2019-2.pdf</a>
Environment				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Aarrelabel uses environmentally preferred fibre (organic cotton, BCI cotton etc.) in 84,8 % of its production.	p. 35 <a href="https://aarrelabel.com/wp-content/uploads/2020/08/aarre-vastuullisuusraportti-2019.pdf">https://aarrelabel.com/wp-content/uploads/2020/08/aarre-vastuullisuusraportti-2019.pdf</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark Environment Q1.	

5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	Yes	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	All products are made in EU-countries: Portugal (85.5%) and Italy (14.5 %) where high environmental standards are enforced by law.	<a href="https://aarrelabel.com/vastuullisuus/">https://aarrelabel.com/vastuullisuus/</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Aarrelabel reports some information per factory/product category, but does not report on the overall performance.	
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Aarre reports absolute waste materials footprint per factory, but does not report the overall performance.	p. 16, 21 <a href="https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuus-raportti-2019.pdf">https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuus-raportti-2019.pdf</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Aarrelabel provides a mending service and encourages its customers to take good care of the garments.	<a href="https://aarrelabel.com/verkkokauppa/">https://aarrelabel.com/verkkokauppa/</a> <a href="https://aarrelabel.com/hoito-ohjeet/">https://aarrelabel.com/hoito-ohjeet/</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Aarrelabel has published a Code of Conduct but does not report on the progress on its implementation.	p. 16 <a href="https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuus-raportti-2019.pdf">https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuus-raportti-2019.pdf</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	90% of Aarrelabel products are manufactured in Portugal, which is a low risk country where labor human rights are enforced by law. 10% of the production comes from a factory in Northern Italy. Italy is a medium risk country.	
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Aarre has published a complete list of its suppliers, including the full addresses / products made in each factory.	p. 12 <a href="https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuus-raportti-2019.pdf">https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuus-raportti-2019.pdf</a>

4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	Aarre publishes one Tier 3 supplier which produces 73.9 % of used material.	p. 10 <a href="https://aarrelabel.com/wp-content/uploads/2020/08/aarre-vastuullisuusraportti-2019.pdf">https://aarrelabel.com/wp-content/uploads/2020/08/aarre-vastuullisuusraportti-2019.pdf</a>
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	90% of Arrelabel production comes from Portugal which is a low risk country where high labour standards are enforced by law.	
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	90% of Arrelabel production volume is made in Portugal which is a low risk country where high labor standards are enforced by law.	p. 12 <a href="https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuusraportti-2019.pdf">https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuusraportti-2019.pdf</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	Yes	73.9 % of fabrics are manufactured in Portugal which is a low risk country where high labor standards are enforced by law.	
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Aarrelabel has made a commitment to a living wage but does not provide bencmark for Italy nor progress report.	p. 9 <a href="https://aarrelabel.com/wp-content/uploads/2020/08/aarre-vastuullisuusraportti-2019.pdf">https://aarrelabel.com/wp-content/uploads/2020/08/aarre-vastuullisuusraportti-2019.pdf</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	90% of Arrelabel production volume is made in Portugal which is a low risk country.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Aarrelabel communicates that 72.9 % of the purchase value is from suppliers with whom the business relationship has lasted for at least 5 years.	p. 12 <a href="https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuusraportti-2019.pdf">https://aarrelabel.com/wp-content/uploads/2020/04/aarre-vastuullisuusraportti-2019.pdf</a>

Brand Owner  
Head Office Location  
Brand

Alpa Finlandia Oy  
Jyväskylä  
Alpa



## Result: B (19-24): Suunta on oikea 19 out of 34

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Alpa reports that its Scope 1 emissions were 0 and Scope 2 emissions were 12% [13 414 kg] of the total footprint, compared to 8% in 2018. Alpa's total carbon footprint is reported as 112 041 kg CO2 (2019).	<a href="https://s3-eu-north-1.amazonaws.com/bgh-word-press-cdn/alpa/wp-content/uploads/2019/12/24104812/Alpa-Vastuullisuus-raportti_2018.pdf">https://s3-eu-north-1.amazonaws.com/bgh-word-press-cdn/alpa/wp-content/uploads/2019/12/24104812/Alpa-Vastuullisuus-raportti_2018.pdf</a> See link, page 21.
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Alpa communicates that they are moving to renewable electricity but there are no concrete results yet.	p. 33 <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	Yes	Alpa reports Scope 3 emissions of 98 627kg CO2 in 2019 and 71 611kg CO2 in 2018, as well as a relative reduction of 18.1 %.	p.26-27: <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	Yes	Alpa has set a target to make its own operations climate neutral by 2025: the company will achieve climate neutrality by using 100% sustainable/renewable energy starting in 2021.	p.33 <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	?	Alpa uses mainly alpaca wool, which is not classified as environmentally preferred raw material by Rank a Brand.	p.11 <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	

6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	Alpa communicates that hazardous chemical are not used in the production of its garments.	p. 11 <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	Alpa reports using only recyclable packaging materials and has increased the percentage of renewable and recycled materials from 54% in 2018 to 92% in 2019.	p.14-15: <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	Yes	Alpa implements several measures to reduce its annual absolute waste footprint, such as utilizing all material from prototype or failed products. Alpa reports the annual waste by type, weight and way of disposal and has reduced its annual absolute waste footprint to 340kg in 2019, compared with 379.4kg in 2018.	p. 13: <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Alpa offers a repair service for its customers and provides a second hand service.	p. 8: <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf</a>
	<b>Labour conditions / Human rights</b>			
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Alpa mentions that it is going to create a Code of Conduct for suppliers.	p.17 <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	Alpa does not report on a grievance mechanism but 95% of the production, knitwear and beanies, are made in low risk countries (Lithuania and Finland).	p. 19 <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Alpa provides a complete list of its suppliers (Tier 1 and 2).	p. 40 <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuusraportti_2019.pdf</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q3.	

5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	95% of Alpa production takes place in low risk countries, where high labor standards are enforced by law.	
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Alpa does not publicly report clear results of measures implemented to improve labor conditions at its fabric manufacturers.	p. 22 <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Alpa has not published any commitment to a living wage benchmark.	p. 22 <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Alpa does not provide concrete information about measures implemented to establish the payment of living wages at its apparel manufacturers.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	95% of Alpa's production takes place in low risk countries, where high labor standards are enforced by law.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Alpa is committed to long term relationships with factories and focuses on functional and fair process and quality.	p. 40: <a href="https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf">https://alpa.fi/wp-content/uploads/2020/07/Alpa-Vastuullisuus-raportti_2019.pdf</a>

Brand Owner  
Head Office Location  
Brand

BilleBeino Clothing and Accessories Oy  
Helsinki  
BilleBeino



**Result: Pidä lompakko vielä taskussa** 3 out of 34

Climate/ Carbon Emissions		Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Billebeino does not publish the climate footprint of its own operations.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=Planet">https://www.impactreport.app/billebeino/areyou/index.html?view=Planet</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	BilleBeino does not communicate its renewable energy policy.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=Planet">https://www.impactreport.app/billebeino/areyou/index.html?view=Planet</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	BilleBeino has not published any climate footprint of its supply chain.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=Planet">https://www.impactreport.app/billebeino/areyou/index.html?view=Planet</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	No information is given or no climate neutrality target is mentioned.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=Planet">https://www.impactreport.app/billebeino/areyou/index.html?view=Planet</a>
Environment				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	BilleBeino reports that 40% of its products are made of recycled materials.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=X1">https://www.impactreport.app/billebeino/areyou/index.html?view=X1</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	

6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole life-cycle and all production procedures to make the apparel?	?	BilleBeino does not provide information of its own policies to eliminate hazardous chemicals.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=Page_9">https://www.impactreport.app/billebeino/areyou/index.html?view=Page_9</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	BilleBeino does not report the percentage of recycled or renewable materials used for its consumer packaging, nor annual reductions or best practices regarding its packaging materials.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=Page_8">https://www.impactreport.app/billebeino/areyou/index.html?view=Page_8</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	BilleBeino does not communicate any information regarding its waste generation.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=People13">https://www.impactreport.app/billebeino/areyou/index.html?view=People13</a>
12	Does the brand encourage the return or re-use of garments?	?	BilleBeino does not report whether the return or re-use of garments by its customers is encouraged.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=Page_5">https://www.impactreport.app/billebeino/areyou/index.html?view=Page_5</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	BilleBeino has not published a supplier Code of Conduct (CoC).	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=People">https://www.impactreport.app/billebeino/areyou/index.html?view=People</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	BilleBeino does not report on a grievance mechanism.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=People">https://www.impactreport.app/billebeino/areyou/index.html?view=People</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	?	BilleBeino does not provide a list of direct suppliers.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=People">https://www.impactreport.app/billebeino/areyou/index.html?view=People</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	See the remark Labour Q3.	

5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See the remark Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	BilleBeino does not communicate any information about being part of a collective initiative or purchasing from an accredited supplier.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=People">https://www.impactreport.app/billebeino/areyou/index.html?view=People</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See the remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	BilleBeino does not publicly report results of measures implemented to improve labor conditions at its fabric manufacturers.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=People">https://www.impactreport.app/billebeino/areyou/index.html?view=People</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	BilleBeino has not published any commitment to a living wage benchmark.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=People">https://www.impactreport.app/billebeino/areyou/index.html?view=People</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	BilleBeino doesn't provide information about measures implemented to establish the payment of living wage.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=People">https://www.impactreport.app/billebeino/areyou/index.html?view=People</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	BilleBeino does not report on the duration of business relationships with suppliers, nor on strategy to concentrate production at a limited number of factories.	<a href="https://www.impactreport.app/billebeino/areyou/index.html?view=People">https://www.impactreport.app/billebeino/areyou/index.html?view=People</a>

Brand Owner  
Head Office Location  
Brand

By Pia's  
Espoo  
BYPIAS


  
NATURAL LINEN COLLECTIONS

## Result: Result: B (19-24): Suunta on oikea 21 out of 34

Climate/ Carbon Emissions		Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	By Pia's publishes the climate footprint of its own operations (Scope 1 and 2) for 2018 and 2019 and has reduced its absolute climate footprint from 59 424 tons of CO2e to 41 562 tons of CO2e.	<a href="https://www.bypias.com/vastuullisuus-taulukot.php">https://www.bypias.com/vastuullisuus-taulukot.php</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	By Pia's reports using 100% wind energy of total electricity consumption for 2020.	<a href="https://www.bypias.com/vastuullisuus-ekosertifikaatti.php">https://www.bypias.com/vastuullisuus-ekosertifikaatti.php</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	Yes	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	Yes	By Pia's publishes the climate footprint of its supply chain for 2019, reporting an emissions figure of 87 417 tons of CO2.	<a href="https://www.bypias.com/vastuullisuus-taulukot.php">https://www.bypias.com/vastuullisuus-taulukot.php</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	Yes	By Pia's publishes the climate footprint of its supply chain for 2018 and 2019, and has reduced the absolute climate footprint from 471 591 tons of CO2e to 387 417 tons of CO2e.	<a href="https://www.bypias.com/vastuullisuus-taulukot.php">https://www.bypias.com/vastuullisuus-taulukot.php</a>
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	Yes	By Pia's aims to achieve climate neutrality by 2030 by systematically reducing and compensating its emissions using several practices mentioned on its website. It also communicates a timetable to achieve it.	<a href="https://www.bypias.com/vastuullisuus-climate.php">https://www.bypias.com/vastuullisuus-climate.php</a>
Environment				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	?	Raw materials used by By Pia's, such as linen and bamboo, are not considered eligible for a positive assessment. Brand also mentions recycled kashmir wool and organic linen which are environmentally preferred fibers, but the overall proportion of these materials is not communicated. By Pia's has defined a sustainable fiber strategy for future to increase the share of more sustainable fibers such as organic linen and recycled wool.	p. 6-7 <a href="https://www.bypias.com/vastuullisuus2020.php">https://www.bypias.com/vastuullisuus2020.php</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark Environment Q1.	

4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	All products are made in EU-countries where environmental standards are enforced by law.	p. 5-6 <a href="https://www.bypias.com/vastuullisuus2020.php">https://www.bypias.com/vastuullisuus2020.php</a> <a href="https://www.bypias.com/vastuullisuus-suppliers.php">https://www.bypias.com/vastuullisuus-suppliers.php</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Perfluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Perfluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	By Pia's breaks down all of its packaging materials (both transport and consumer packages) by whether they are recycled or renewable. The total rate for recycled packaging material was 90% in 2018 and 99% in 2019. Brand also reports that its overall use of packaging materials has reduced from year 2018 to 2019 despite of the increase in items sold.	p. 2-3 <a href="https://www.bypias.com/vastuullisuus2020.php">https://www.bypias.com/vastuullisuus2020.php</a> <a href="https://www.bypias.com/vastuullisuus-pakkauks.php">https://www.bypias.com/vastuullisuus-pakkauks.php</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	Yes	By Pia's reports the annual waste by type, weight and way of disposal and has reduced its annual absolute waste footprint in 2019 compared with 2018.	p. 3 <a href="https://www.bypias.com/vastuullisuus2020.php">https://www.bypias.com/vastuullisuus2020.php</a> <a href="https://www.bypias.com/vastuullisuus-jate.php">https://www.bypias.com/vastuullisuus-jate.php</a>

12	Does the brand encourage the return or re-use of garments?	Yes	By Pia's provides its customers the opportunity to re-use and recycle the brand's products by moderating By Pia's Second hand Facebook -group. It also receives old By Pia's -textiles someone wants to dispose of - regardless of quality or condition.	p. 4-5 <a href="https://www.bypias.com/vastuullisuus2020.php">https://www.bypias.com/vastuullisuus2020.php</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	By Pia's provides a supplier Code of Conduct (CoC), but suppliers are only encouraged to comply with it. There is no implementation or analysing method described nor progress report published. Brand also has production in Italy, that is defined as a medium risk country by Maplecroft.	<a href="https://www.bypias.com/vastuullisuus-co-deofconduct.php">https://www.bypias.com/vastuullisuus-co-deofconduct.php</a> <a href="https://www.bypias.com/vastuullisuus2020.php">https://www.bypias.com/vastuullisuus2020.php</a> (Page 5) <a href="https://www.bypias.com/vastuullisuus-suppliers.php">https://www.bypias.com/vastuullisuus-suppliers.php</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	By Pia's does not report on a grievance mechanism and not all products are made in low risk countries.	<a href="https://www.bypias.com/vastuullisuus-co-deofconduct.php">https://www.bypias.com/vastuullisuus-co-deofconduct.php</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	By Pia's has published a list of direct suppliers covering 91.5 % of total production.	<a href="https://www.bypias.com/vastuullisuus-suppliers.php">https://www.bypias.com/vastuullisuus-suppliers.php</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	By Pia's publishes two Tier 2 suppliers accounting for more than 40 % compared to direct suppliers.	<a href="https://www.bypias.com/vastuullisuus-suppliers.php">https://www.bypias.com/vastuullisuus-suppliers.php</a>
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	79.4 % of By Pia's -products are made in Estonia and Finland, which are low risk countries; 20.1 % in medium risk country Italy and remaining 0.5 % consists of accessories made in Italy, other EU countries, India and Indonesia.	<a href="https://www.bypias.com/vastuullisuus-suppliers.php">https://www.bypias.com/vastuullisuus-suppliers.php</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	79.4 % of By Pia's production volume is made in Estonia and Finland, which are low risk countries defined by Maplecroft.	<a href="https://www.bypias.com/vastuullisuus-suppliers.php">https://www.bypias.com/vastuullisuus-suppliers.php</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	

12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	By Pia's communicates about yarn and fabric suppliers who operate in low risk countries (France, Estonia and Lithuania) but also uses other fabrics of unknown origin.	p. 6-8 <a href="https://www.bypias.com/vas-tuullisuus2020.php">https://www.bypias.com/vas-tuullisuus2020.php</a>  <a href="https://www.bypias.com/vas-tuullisuus-suppliers.php">https://www.bypias.com/vas-tuullisuus-suppliers.php</a> <a href="https://www.bypias.com/kauppa.php">https://www.bypias.com/kauppa.php</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Part of the production comes from Italy, a medium risk country defined by Maplecroft. By Pia's has not published any commitment to a living wage benchmark.	<a href="https://www.bypias.com/vas-tuullisuus-codeofconduct.php">https://www.bypias.com/vas-tuullisuus-codeofconduct.php</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	By Pia's reports that 79.4 % of its production is in low risk countries.	<a href="https://www.bypias.com/vas-tuullisuus2020.php">https://www.bypias.com/vas-tuullisuus2020.php</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	By Pia's reports long lasting business relationships for its 1 Tier suppliers.	<a href="https://www.bypias.com/vas-tuullisuus-suppliers.php">https://www.bypias.com/vas-tuullisuus-suppliers.php</a>

Brand Owner  
Head Office Location  
Brand

Frenn Helsinki Oy  
Helsinki  
FRENN

**FRENN**  
HELSINKI

**Result: A (25-34): Osta pois 29 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	FRENN publishes the climate footprint of its own operations for 2018-2019 and has reduced its absolute climate footprint from 3.89 tonnes of CO2e to 1.55 tonnes of CO2e.	<a href="https://frennhelsinki.com/pages/waste-recycling-carbonfootprint">https://frennhelsinki.com/pages/waste-recycling-carbonfootprint</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	100% of FRENN's electricity consumption in its own premises is renewable (EKOenergy certified wind and bioenergy).	<a href="https://frennhelsinki.com/pages/sustainability">https://frennhelsinki.com/pages/sustainability</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	Yes	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	Yes	FRENN states it has started calculation work for its climate footprint. FRENN publishes the climate footprint beyond its own operations for 2018 [34.5 tonnes CO2] and 2019 [26.91 tonnes CO2] and has reduced its emissions.	<a href="https://frennhelsinki.com/pages/waste-recycling-carbonfootprint">https://frennhelsinki.com/pages/waste-recycling-carbonfootprint</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	Yes	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	Yes	FRENN has reduced its annual greenhouse gas emissions to a minimum by using renewable energy for all its own operations. It has set a target to be climate neutral by 2030 at first by compensation and in the long run by developing its core operations and processes towards carbon neutrality.	<a href="https://frennhelsinki.com/pages/sustainability">https://frennhelsinki.com/pages/sustainability</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	FRENN lists all materials it uses. 36% of its production volume is made of environmentally preferred fibres: 32% of GOTS certified cotton and 4% of recycled wool. FRENN has set a goal to use only GOTS certified cotton and to have at least 50% of all materials of recycled origin by the end of year 2021.	<a href="https://frennhelsinki.com/pages/sustainability-information">https://frennhelsinki.com/pages/sustainability-information</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	

5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	All products are made in EU-countries Estonia, Latvia and Lithuania where high environmental standards are enforced by law.	<a href="https://frennhesinki.com/pages/sustainability">https://frennhesinki.com/pages/sustainability</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	FRENN reports that its consumer packaging materials are 100% recyclable and FSC certified paper bags or 100% recycled and recyclable cardboard boxes and reusable RePack shipping bags.	<a href="https://frennhesinki.com/pages/sustainability">https://frennhesinki.com/pages/sustainability</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	Yes	FRENN reports the annual waste by type, weight and way of disposal and has reduced its annual absolute waste footprint in 2019 [183kg] compared with 2018 [258kg].	<a href="https://frennhesinki.com/pages/waste-recycling-carbonfootprint">https://frennhesinki.com/pages/waste-recycling-carbonfootprint</a>
12	Does the brand encourage the return or re-use of garments?	Yes	FRENN offers all its customers a repair service for free for the first year, and for its Club members even after the first year. It encourages customers to return used garments to the store from where they are sent for recycling.	<a href="https://frennhesinki.com/collections/repair-recycle">https://frennhesinki.com/collections/repair-recycle</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	FRENN publishes a supplier Code of Conduct regarding labour conditions but it does not describe an appropriate implementation or analysing method for it. There are no progress report available. All FRENN's garment manufacturers are located in low risk countries. However, all material and trim manufacturers are not.	<a href="https://frennhesinki.com/pages/code-of-conduct">https://frennhesinki.com/pages/code-of-conduct</a> <a href="https://frennhesinki.com/pages/sustainability-information">https://frennhesinki.com/pages/sustainability-information</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	All products are made in Estonia, Latvia and Lithuania, which are low risk countries where high labor standards are enforced by law.	<a href="https://frennhesinki.com/pages/sustainability">https://frennhesinki.com/pages/sustainability</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	FRENN has published a complete list of its Tier 1 and 2 suppliers including full addresses.	<a href="https://frennhesinki.com/pages/sustainability-information">https://frennhesinki.com/pages/sustainability-information</a>

4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	FRENN has published a list of its material and trim manufacturers which covers 99% of produced pieces.	<a href="https://frennhesinki.com/pages/sustainability-information">https://frennhesinki.com/pages/sustainability-information</a>
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	All FRENN products are made in low risk countries in Europe.	<a href="https://frennhesinki.com/pages/sustainability">https://frennhesinki.com/pages/sustainability</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	All products are made in Estonia, Latvia and Lithuania, which are low risk countries where high labor standards are enforced by law.	<a href="https://frennhesinki.com/pages/sustainability">https://frennhesinki.com/pages/sustainability</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Not all of FRENN's Tier 2 and Tier 3 suppliers are located in low risk countries. FRENN does not publicly report clear results of its implemented measures to improve labor conditions at these manufacturers.	<a href="https://frennhesinki.com/pages/sustainability-information">https://frennhesinki.com/pages/sustainability-information</a> <a href="https://frennhesinki.com/pages/sustainability">https://frennhesinki.com/pages/sustainability</a> <a href="https://frennhesinki.com/pages/code-of-conduct">https://frennhesinki.com/pages/code-of-conduct</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	FRENN has published a complete list of the production countries and only produces in low risk countries.	<a href="https://frennhesinki.com/pages/sustainability">https://frennhesinki.com/pages/sustainability</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	FRENN communicates that 43% of the purchase value is from suppliers where the business relationship has lasted for at least 5 years.	<a href="https://frennhesinki.com/pages/sustainability-information">https://frennhesinki.com/pages/sustainability-information</a>

Brand Owner  
Head Office Location  
Brand

Globe Hope Oy  
Nummela  
Globe Hope



**GLOBE HOPE**

**Result: A (25-34): Osta pois 26 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Globe Hope published the first climate footprint of its own operations for 2019; 15 tons of CO <sub>2</sub> .	<a href="https://globehope.kuvat.fi/kuvat/VASTUULLISUUS/CODE+OF+CONDUCT/Kasvihuone-kaasup%C3%A4%C3%A4st%C3%B6t+Globe+Hope+2019.pdf">https://globehope.kuvat.fi/kuvat/VASTUULLISUUS/CODE+OF+CONDUCT/Kasvihuone-kaasup%C3%A4%C3%A4st%C3%B6t+Globe+Hope+2019.pdf</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	Globe Hope uses renewable energy for electricity in its own premises only. This energy has an EKOEnergy label.	<a href="https://www.globe-hope.com/index.php?route=module/kbm/article&amp;kbm_article_id=21">https://www.globe-hope.com/index.php?route=module/kbm/article&amp;kbm_article_id=21</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Globe Hope has not published the climate footprint of its supply chain for 2017-2019.	
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Globe Hope has started the work to measure its carbon hand and footprints.	<a href="https://www.globe-hope.com/ymparis-tovastuu">https://www.globe-hope.com/ymparis-tovastuu</a>
	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Globe Hope's clothes are made entirely of recycled and surplus materials, such as old army textiles, seat belts, leather, sails, advertising materials and workwear.	<a href="https://www.globe-hope.com/tuotanto-jamateriaalit">https://www.globe-hope.com/tuotanto-jamateriaalit</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	Yes	See remark Environment Q1.	

6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	Yes	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	Globe Hope does not communicate any information on an environmental policy to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make their products. However, all its products are manufactured in Finland and Estonia, which are low risk countries as high environmental standards are enforced by law.	
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Globe Hope does not report the percentage of recycled or renewable materials used for its consumer packaging, nor annual reductions or best practices regarding its packaging materials.	<a href="https://www.globe-hope.com/index.php?route=module/kbm/article&amp;kbm_article_id=19">https://www.globe-hope.com/index.php?route=module/kbm/article&amp;kbm_article_id=19</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Globe Hope implements several measures to reduce its annual absolute waste footprint, such as using RePack-packages in its online store. Concrete aggregate results regarding its annual absolute waste footprint are not made public.	<a href="https://www.globe-hope.com/index.php?route=module/kbm/article&amp;kbm_article_id=20">https://www.globe-hope.com/index.php?route=module/kbm/article&amp;kbm_article_id=20</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Globe Hope offers its customers a repair service.	<a href="https://www.globe-hope.com/index.php?route=information/information&amp;information_id=16">https://www.globe-hope.com/index.php?route=information/information&amp;information_id=16</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Globe Hope does not communicate any information on a supplier Code of Conduct (CoC) nor the progress report. However, all production is in low risk countries (Finland and Estonia).	<a href="https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44">https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	Globe Hope does not report on a grievance mechanism. However, all products are made in Finland and Estonia, which are low risk countries and high labor standards are enforced by law.	<a href="https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44">https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Globe Hope publishes a complete Tier 1 supplier list.	<a href="https://www.globe-hope.com/lahit-uotanto">https://www.globe-hope.com/lahit-uotanto</a>

4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	Globe Hope publishes its Tier 3 supplier.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	All products are made in Finland and Estonia, which are low risk countries and high labour standards are enforced by law.	<a href="https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44">https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Most Globe Hope materials are recycled. However, Globe Hope does not publicly report clear results of measures implemented to improve labor conditions of its new materials eg. at its yarn and zipper manufacturers.	
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	Globe Hope has not published any commitment to a living wage benchmark but all apparel manufacturers are located in low risk countries, Finland and Estonia, where laws provide for a living wage.	<a href="https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44">https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Globe Hope reports that it has cooperated for more than 10 years with 70% of its suppliers.	<a href="https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44">https://www.globe-hope.com/index.php?route=information/information&amp;information_id=44</a>

Brand Owner  
Head Office Location  
Brand

Gugguu Oy  
Oulu  
Gugguu

GU<sup>9</sup>GU

**Result: B (19-24): Suunta on oikea 19 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Gugguu Oy has not published the climate footprint of its own operations for 2018-2020.	(p.23) <a href="https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	Gugguu Oy reports that in 2019 it used 85% renewable energy of its own operations. This was produced by geothermal heat and certified hydro energy.	(p. 8-9) <a href="https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	Gugguu Oy reports that in 2019, it used 85 % renewable energy of its own operations. This was produced by geothermal heat and water energy.	(p. 8-9) <a href="https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Gugguu Oy has not published the climate footprint of its supply chain from 2018 to 2020.	<a href="https://en.gugguu.com/">https://en.gugguu.com/</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Gugguu Oy does not communicate any information on its climate footprint towards a climate neutrality goal for its own operations.	(p. 22-23) <a href="https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Gugguu Oy communicates that in 2019, 42% of Gugguu Oy's entire collection was made in GOTS-certified garment factories. The overall proportion of environmentally preferred raw materials is not communicated. A share higher than 10% can be considered certain, however.	(p. 12, 16-17) <a href="https://issuu.com/gugguukidsfashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/gugguukidsfashion/docs/vastuullisuusraportti_gugguu2019</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark Environment Q1.	

4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	42 % of Gugguu Oy's clothing is GOTS-certified. 9% of Gugguu Oy's entire collection is Bluesign certified. In addition, 99 % of the products are made in EU countries with high environmental standards.	(p.12) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	Gugguu Oy communicates that Perfluorinated chemicals, Phthalates and PTFE chemicals are not used in the production of all its garments.	(p.19) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark Environment Q1.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	Gugguu Oy reports that in 2019, 58% of its products were packed in biodegradable plastic bags, 26% in bags made of recycled bags and 16% in paper bags. In 2020 Gugguu is replacing paper bags used in deliveries with recycled paper bags.	(p.19) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Gugguu Oy implements several measures to reduce its annual absolute waste footprint, such as reusing clipping [leikkujäte] for the 2019 Halloween collection and donating clippings to the schools and kindergartens. Concrete aggregate results regarding its annual absolute waste footprint are not made public.	(p. 18-19) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Gugguu Oy actively encourages consumers to recycle clothes through a cooperation with the second-hand online store Emmy Secondhand. The cooperation started in 2019.	(p.19) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
	<b>Labour conditions / Human rights</b>			
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Gugguu Oy published their first CSR report in 2020, covering year 2019. The report does not describe corrective actions or results regarding labour conditions at suppliers.	(p. 22-28) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>

2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	99% of products are made in Finland, Estonia and Portugal, which are low risk countries and high labor standards are enforced by law.	(p. 22-28) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugu2019</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	?	Gugguu Oy has published an overview of sourcing countries, but does not provide a significant list of direct suppliers. Sourcing countries are all in Europe: 68% in Estonia (low risk), 28% in Finland (low risk), 3% in Latvia (low risk) and 1% in Poland (medium risk). Material suppliers are in Netherlands 32% (low risk), Estonia 32% (low risk), Italy 12% (medium risk, SA8000 standard), Finland 11% (low risk), Germany 9% (low risk), Switzerland 1% (low risk) and other countries 3%.	(p. 12-13) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugu2019</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	See remark Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	More than 50 % of Gugguu products are made in low risk countries in Europe.	(p. 12-13) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugu2019</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	Gugguu Oy reports its sourcing countries are only in Europe: 68% in Estonia (low risk), 28% in Finland (low risk), 3% in Latvia (low risk) and 1% in Poland (medium risk). Based on this break-down, 99% of Gugguu Oy's production is in low risk countries.	(p.13) <a href="https://issuu.com/guggukidsfashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/guggukidsfashion/docs/vastuullisuusraportti_gugguu2019</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Gugguu reports that at least 85% of its material production is in low risk countries, but does not publicly report clear results of measures implemented to improve labor conditions at its fabric manufacturers.	(p.12) <a href="https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/guggukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>

13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	99% of Gugguu Oy's garment production and at least 85% of its material production is in low risk countries in the EU, where laws provide for a living wage. We recommend starting a due diligence especially with medium risk country Poland where the brand started a collaboration in 2019.	(p.12) <a href="https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	Gugguu reports that at least 85% of its production of materials is in low risk countries.	(p.12) <a href="https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019">https://issuu.com/gugguukids-fashion/docs/vastuullisuusraportti_gugguu2019</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	96% of Gugguu Oy's business relationships have started in 2015 or earlier.	<a href="https://www.gugguu.com/pages/vastuullisuus-raportti-2019">https://www.gugguu.com/pages/vastuullisuus-raportti-2019</a>

Brand Owner  
Head Office Location  
Brand

Halti Oy  
Söderkulla  
Halti



## Result: C (12-18): Kohtuullinen, vielä on petrattavaa 14 out of 34

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Halti published the climate footprint of own its operations for 2018- 2019. However, Halti reports their emissions grew from 2018 [712572kg CO2] to 2019 [813172kg] due to growth in business.	<a href="https://www.halti.fi/pages/tavoite-hiiili-neutraali-yri-tys-vuonna-2022">https://www.halti.fi/pages/tavoite-hiiili-neutraali-yri-tys-vuonna-2022</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Halti reports its HQ uses 100% renewable hydroenergy and in addition solar panels are producing 33% of energy used. It is unclear if the hydroenergy is certified and meets high environmental standards.	<a href="https://halti.com/pages/goal-carbon-neutral-2022">https://halti.com/pages/goal-carbon-neutral-2022</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Halti Oy has started to calculate the climate footprint of its supply chain; calculating logistics and travel, but excluding manufacturing.	<a href="https://halti.com/pages/our-responsibilities">https://halti.com/pages/our-responsibilities</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	Yes	Halti takes several measures to become carbon neutral by 2022, such as using 100% renewable energy for its own operations (hydro and solar) and provides a clear roadmap and timetable for reaching the goal.	<a href="https://halti.com/pages/our-responsibilities">https://halti.com/pages/our-responsibilities</a> <a href="https://halti.com/pages/goal-carbon-neutral-2022">https://halti.com/pages/goal-carbon-neutral-2022</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Halti uses environmentally preferred fibres, such as organic cotton, recycled nylon and recycled polyester. And reports that 51,2 % of its coming winter and summer collections are made from more sustainable materials such as recycled polyester and organic cotton.	<a href="https://halti.com/pages/what-are-my-clothes-made-of">https://halti.com/pages/what-are-my-clothes-made-of</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark Environment Q1.	

5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	Halti Oy is a bluesign system partner and is increasing the use of bluesign®-certified materials from 29% [winter 2019/2020] to 50% [winter 2020/2021] in the Halti outdoor collection.	<a href="https://halti.com/pages/what-are-my-clothes-made-of">https://halti.com/pages/what-are-my-clothes-made-of</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	Halti Oy mentions that it aims to find PFC-free solutions for its products and, since the autumn and winter of 2019, most of the clothing with a durable water repellency (DWR) treatment are PFC-free. Starting from the summer of 2020, all DWR-treated clothes will be fully PFC-free. All shoes are fully PFC-free.	<a href="https://halti.com/pages/what-are-my-clothes-made-of">https://halti.com/pages/what-are-my-clothes-made-of</a>
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7 and Q8.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	Halti Oy reports using 95% of recycled materials and that it has changed polybags to recycled plastic.	<a href="https://halti.com/pages/product-carbon-footprint">https://halti.com/pages/product-carbon-footprint</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	Yes	Halti reports the annual waste by type, weight and way of disposal and has reduced its annual absolute waste footprint in 2019 compared with 2018.	<a href="https://halti.com/pages/goal-carbon-neutral-2022">https://halti.com/pages/goal-carbon-neutral-2022</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Halti actively encourages consumers to take care of and mend products as well as to recycle unusable products. Halti also offers its customers a repair service. The company is also investigating the opportunity to open a second-hand shop for used, high-quality Halti clothes still in good condition.	<a href="https://halti.com/pages/instructions">https://halti.com/pages/instructions</a> <a href="https://halti.com/pages/pay-it-forward">https://halti.com/pages/pay-it-forward</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Halti Oy is a member of amfori BSCI but has not published any progress report.	<a href="https://halti.com/pages/who-makes-my-clothes">https://halti.com/pages/who-makes-my-clothes</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Halti Oy does not report on a grievance mechanism.	<a href="https://halti.com/pages/who-makes-my-clothes">https://halti.com/pages/who-makes-my-clothes</a>

3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Halti has published a list of all suppliers (Tier 1, 2 and 3) effective 2019, including products that were made in each factory and the year the cooperation with each factory started.	<a href="https://cdn.shopify.com/s/files/1/0718/0913/files/Halti_toimittajat.pdf?2903">https://cdn.shopify.com/s/files/1/0718/0913/files/Halti_toimittajat.pdf?2903</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Halti Oy is a member of amfori BSCI. It, however is not a Multi Stakeholder Initiative where independent civil society organizations incl. labor unions would have a decisive voice in.	<a href="https://halti.com/pages/who-makes-my-clothes">https://halti.com/pages/who-makes-my-clothes</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Halti Oy does not publicly report clear results of measures implemented to improve labor conditions at its fabric manufacturers.	<a href="https://halti.com/pages/who-makes-my-clothes">https://halti.com/pages/who-makes-my-clothes</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Halti Oy has not published any commitment to a living wage benchmark.	<a href="https://halti.com/pages/who-makes-my-clothes">https://halti.com/pages/who-makes-my-clothes</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Halti Oy does not provide concrete information about measures implemented to establish the payment of living wages at its apparel manufacturers.	<a href="https://halti.com/pages/who-makes-my-clothes">https://halti.com/pages/who-makes-my-clothes</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	Halti Oy does not provide concrete information about measures implemented to establish the payment of living wages at its apparel manufacturers.	<a href="https://halti.com/pages/who-makes-my-clothes">https://halti.com/pages/who-makes-my-clothes</a>

16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Halti states that it has established long-standing and stable relationships of more than 40 years with partner factories and has added the information on the start date of business relations in its factory list.	<a href="https://halti.com/pages/who-makes-my-clothes">https://halti.com/ pages/who-makes- my-clothes</a>
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**Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 8 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	S Group publishes the climate footprint of its own operations for 2018 and 2019, and has reduced its absolute climate footprint from 295 600 tons of CO2e to 150 000 tons of CO2e.	p. 42-43 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	For 2019, S Group reports to have used 60 % wind energy of total electricity consumption. The remaining 40 % has a certificate of origin but it is unclear if it comes from sources recognized renewable by Rank a Brand.	p. 40 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	Yes	S Group publishes the climate footprint of its supply chain for 2019, reporting an emissions figure of 8 386 000 tons of CO2.	p. 39 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	Yes	Scope 3 emission reduced from 2018 (8 876 100) to 2019 (8 386 000) 6 %.	p. 42-43 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	Yes	S Group has set target to climate neutral in own operations by 2025 and has reduced own emissions by 39 % from previous reporting year. S Group provides a timetable and is on schedule to reach this target.	p. 39-43 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>
	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	S Group communicates their policy to source all cotton from more responsible sources by 2025 and reports that a fifth of its collection is organic cotton but does not report specific results on the use of environmentally preferred raw materials. However it is likely that more than 5 % of the materials is environmentally preferred.	<a href="https://s-ryhma.fi/vastuullisuus/eettinen-toimintatapa/tekstililuotteet">https://s-ryhma.fi/vastuullisuus/eettinen-toimintatapa/tekstililuotteet</a> <a href="https://s-ryhma.fi/uutinen/s-ryhma-kehittaa-maatietoisen-tekstiilien-vast/4rrdrynVIUgbTlq8LIO4NX">https://s-ryhma.fi/uutinen/s-ryhma-kehittaa-maatietoisen-tekstiilien-vast/4rrdrynVIUgbTlq8LIO4NX</a>

2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	S Group does not report on their policy about hazardous chemicals. <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f93le5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f93le5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>	
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	S Group does not report the percentage of renewable/recycled shipping packaging but 98 % their own brand packaging is renewable. Use of reusable IFCO heavy boxes has increased by 22 percent in 2019, compared to the previous year. Share of recycled material used in (plastic?) bags was 63% in 2019. S Group also reports on several measures to reduce the amount of plastic.  p. 49-50 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f93le5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f93le5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>  <a href="https://s-ryhma.fi/uutinen/reilusti-yli-100-tonnia-vahemman-muovia-vuodesa-s/2re7y5dPdoTuSXaWs-DrQM">https://s-ryhma.fi/uutinen/reilusti-yli-100-tonnia-vahemman-muovia-vuodesa-s/2re7y5dPdoTuSXaWs-DrQM</a>	
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	S Group reports the annual waste by type, weight and way of disposal, but has increased its annual absolute waste footprint from 107 900 tons in 2018 to 111 600 in 2019.  p. 46-47 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f93le5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f93le5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>	
12	Does the brand encourage the return or re-use of garments?	Yes	For used textiles S Group expanded the use of Emmy clothing collection boxes in Sokos department stores. In addition, 280 Rinki eco-points include textile collection.  p. 46 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f93le5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f93le5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>	

	<b>Labour conditions / Human rights</b>			
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	S Group has a code of conduct and it has published a CSR report, but regarding labour conditions at S Group clothes suppliers, it does not describe corrective actions and results.	p. 56-59 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n-vuosi_ja_vastuullisuus_2019-FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n-vuosi_ja_vastuullisuus_2019-FI.pdf#page=46</a>  <a href="https://s-ryhma.fi/vastuullisuus/eettinen-toiminta/tekstiilituotteet">https://s-ryhma.fi/vastuullisuus/eettinen-toiminta/tekstiilituotteet</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	S Group is a member of amfori BSCI which requires a complaints mechanism to be active within factories but does not report on a grievance mechanism.	p. 56 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n-vuosi_ja_vastuullisuus_2019-FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n-vuosi_ja_vastuullisuus_2019-FI.pdf#page=46</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	S Group has published a list of Tier 1 suppliers that are likely to cover 90% of its total production. S Group reports it has included factory information on each piece of garment, however the list does not comply with recommended Transparency Pledge.	<a href="https://s-ryhma.fi/vastuullisuus/tehdaslista">https://s-ryhma.fi/vastuullisuus/tehdaslista</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	See remark Labour Q2.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark Labour Q2.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	S Group is a member of amfori BSCI. However, this is not a Multi-Stakeholder initiative where independent civil society organizations incl. labor unions would have a decisive voice in and therefore not eligible for this question.	p. 56 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n-vuosi_ja_vastuullisuus_2019-FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n-vuosi_ja_vastuullisuus_2019-FI.pdf#page=46</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	The company is a member of amfori BSCI but independent civil society organizations do not have a decisive voice in BSCI. S Group publishes overall results on BSCI audits.	<a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n-vuosi_ja_vastuullisuus_2019-FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUWOGzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n-vuosi_ja_vastuullisuus_2019-FI.pdf#page=46</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	

11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	S Group does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers	<a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	S Group has not published any commitment to a living wage benchmark.	p. 46 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#</a>  <a href="https://s-ryhma.fi/vastuullisuus/eettinen-toiminta/tekaatiiilituotteet">https://s-ryhma.fi/vastuullisuus/eettinen-toiminta/tekaatiiilituotteet</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	S Group does not report on its payment of living wages.	<a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	S Group does not report on the duration of business relationships with suppliers, or on a strategy to concentrate production at a limited number of suppliers.	p. 54 <a href="https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46">https://assets.ctfassets.net/8122zj5k3sy9/7lge-Jzhm2SqnYUW0GzB-OKN/3f931e5bf85730d38c0f-cdc97c6b14c5/S-ryhma_n_vuosi_ja_vastuullisuus_2019_FI.pdf#page=46</a>  <a href="https://s-ryhma.fi/vastuullisuus/tehdaslista">https://s-ryhma.fi/vastuullisuus/tehdaslista</a>

Brand Owner  
Head Office Location  
Brand

Markkinointi P. Suhonen Oy  
Helsinki  
Ivana Helsinki

Ivana Helsinki  
Paola Suhonen

**Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 7 out of 34**

Climate/ Carbon Emissions		Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Ivana Helsinki does not publish the climate footprint of its own operations.	<a href="http://www.ivanahelsinki.com/about-ivana-helsinki">http://www.ivanahelsinki.com/about-ivana-helsinki</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Ivana Helsinki does not communicate its renewable energy policy.	<a href="http://www.ivanahelsinki.com/about-ivana-helsinki">http://www.ivanahelsinki.com/about-ivana-helsinki</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	Ivana Helsinki does not communicate its renewable energy policy.	<a href="http://www.ivanahelsinki.com/about-ivana-helsinki">http://www.ivanahelsinki.com/about-ivana-helsinki</a>
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Ivana Helsinki has not published the annual climate footprint of its supply chain.	<a href="http://www.ivanahelsinki.com/about-ivana-helsinki">http://www.ivanahelsinki.com/about-ivana-helsinki</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	No information is given at all or no climate neutrality target is mentioned.	<a href="http://www.ivanahelsinki.com/about-ivana-helsinki">http://www.ivanahelsinki.com/about-ivana-helsinki</a>
Environment				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Ivana Helsinki communicates they aim to use environmentally preferred materials. 36% of their SS20 collection was organic cotton.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	

7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole life-cycle and all production procedures to make the apparel?	?	Ivana Helsinki does not provide information on its policies to eliminate hazardous chemicals.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Ivana Helsinki does not report the percentage of recycled or renewable materials used for its consumer packaging, nor any annual reductions or best practices regarding its packaging materials.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Ivana Helsinki does not communicate any information regarding its waste generation.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Ivana Helsinki maintains a second hand group on Facebook.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Ivana Helsinki has not published a supplier Code of Conduct (CoC).	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Ivana Helsinki does not report on a grievance mechanism.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Ivana Helsinki reports 95% of its production comes from one long-term partner factory and has published details of it.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See the remark Labour Q3	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See the remark Labour Q3	

6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Ivana Helsinki does not communicate any information about being part of a collective initiative or purchasing from an accredited supplier.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See the remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Ivana Helsinki does not publicly report results of measures implemented to improve labor conditions at its fabric manufacturers.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Ivana Helsinki has not published any commitment to a living wage benchmark.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Ivana Helsinki doesn't provide information about measures implemented to establish the payment of living wage.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Ivana Helsinki reports 95% of its production comes from one long-term partner factory.	<a href="https://shop.ivanahelsinki.com/pages/sustainability">https://shop.ivanahelsinki.com/pages/sustainability</a>

**Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 9 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	Lindex reports that greenhouse gas emissions decreased from 2017 to 2019 by 22 %.	p. 38-39 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Lindex reports that it is shifting to renewable energy sources but does not provide concrete results.	p. 38-39 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Lindex does not specify climate footprint beyond own operations. It does publish Scope 1 and 2 emissions.	p. 38-39 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Lindex has set a goal of climate neutrality in own operation by 2023 and has reduced its emissions from 2017 by 22%. The company does not, however, provide a concrete timetable or solutions for reaching the goal.	p. 24, 38 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
Environment				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Lindex reports that 65% of its garments are made of recycled materials.	p. 22, 36, 43, 44 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	

6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole life-cycle and all production procedures to make the apparel?	?	Lindex has a chemical strategy and has published MRSL (Manufacturing Restricted Substance List). The report does not provide information on whether all hazardous chemicals have been eliminated.	<a href="https://about.lindex.com/files/documents/lindex-rsl-2016.pdf">https://about.lindex.com/files/documents/lindex-rsl-2016.pdf</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Lindex reports using recycled and recyclable materials and having a target that all paper and plastic packaging follows its circular strategy. Lindex does not report overall data or percentages of recycled material.	p 47 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Annual results of its waste reduction policy are not specified. Lindex mentions it is active in waste separation and recycling.	p. 24, 42, 47. <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Lindex offers a garment collection system in all of its stores in Finland, Sweden and Norway and the aim is to offer textile collection in all Lindex stores by 2020.	p. 34. <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Lindex has published a CSR report, but it does not describe production country-specific results or corrective actions regarding labour conditions at suppliers' factories.	p. 16, 29-31 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Lindex has been a member of amfori BSCI which requires a complaints mechanism to be active within factories but the company does not report on a grievance mechanism or progress report.	16, 29-31 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Lindex has published a list of direct and indirect suppliers that is likely to cover 90% of its total production, effective March 2020, including the full addresses / products made in each factory.	<a href="https://about.lindex.com/sustainability/how-we-work/suppliers-and-factories/manufacturing-factories/">https://about.lindex.com/sustainability/how-we-work/suppliers-and-factories/manufacturing-factories/</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q2.	

5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	Lindex has published a list of fabrics and yarn producers which consists of about 80% of the total volume at the time of publishing (March 2020).	<a href="https://about.lindex.com/sustainability/how-we-work/suppliers-and-factories/tier-2-factories/">https://about.lindex.com/sustainability/how-we-work/suppliers-and-factories/tier-2-factories/</a>
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Lindex is member in BSR's HER-heat but is leaving amfori BSCI. Lindex also has signed several different commitments that are not considered as MSIs.	p. 16, 29-31 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q6	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q6	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q6	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q6	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Lindex does not publicly report clear results of the measures implemented to improve labor conditions at its fabric manufacturers.	<a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Lindex has set a goal for the whole value chain regarding living wages: by 2025, Lindex suppliers who stand for 80% of its production work actively with a living wage programme. It stays unclear what % of workers are actually getting paid a living wage.	p. 56 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Lindex does not report on the duration of business relationships with suppliers, nor on a strategy to concentrate production at a limited number of suppliers. Lindex reports that it has consolidated its supply chain and works with fewer suppliers in long-term partnerships.	p. 16 <a href="https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf">https://about.lindex.com/files/documents/lindex-sustainability-report-2019.pdf</a>

Brand Owner  
Head Office Location  
Brand

L Fashion Group Oy  
Lahti  
Luhta



### Result: E (0-5): Pidä lompakko vielä taskussa 0 out of 34

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Luhta does not publish the climate footprint of its own operations.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Luhta does not communicate its renewable energy policy.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	Luhta does not communicate its renewable energy policy.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Luhta has not published any climate footprint of its supply chain.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	No information is given or no climate neutrality target is mentioned.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	?	Luhta does not communicate about using environmentally preferred raw materials. However, Luhta reports it will increase sale of products made from recycled materials up to 10% by 2022.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark Environment Q1	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark Environment Q1	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1	

7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Luhta does not provide information of its policies to eliminate hazardous chemicals other than REACH legislation.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Luhta does not report the share of recycled or renewable materials used for its consumer packaging, nor annual reductions or best practices regarding packaging materials.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Luhta does not communicate any information regarding its waste generation.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
12	Does the brand encourage the return or re-use of garments?	?	Luhta does not report whether the return or re-use of garments is encouraged.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Luhta has not published a supplier Code of Conduct (CoC). Luhta is a member of amfori BSCI but there are no progress reports available.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Luhta does not report on a grievance mechanism.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	?	Luhta does not provide a list of direct suppliers.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	See the remark Labour Q3	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See the remark Labour Q3	

6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Luhta is a member of amfori BSCI which is not considered a Multi Stakeholder Initiative where independent civil society organizations incl. labor unions would have a decisive voice in. Luhta does not communicate auditing results or other progress.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See the remark Labour Q6	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See the remark Labour Q6	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Luhta does not publicly report on results of its measures implemented to improve labor conditions at its fabric manufacturers.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Luhta has not published any commitment to a living wage benchmark.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Luhta does not provide information about measures implemented to establish the payment of living wage.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark Labour Q13	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Luhta does not report on the duration of business relationships with suppliers, nor on strategy to concentrate production at a limited number of factories.	<a href="http://www.luhtasportswearcompany.fi/en/responsibility/">http://www.luhtasportswearcompany.fi/en/responsibility/</a>

Brand Owner  
Head Office Location  
Brand

Makia Clothing Ltd.  
Helsinki  
Makia



**Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 7 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Makia Clothing Ltd. does not publish the climate footprint of its own operations 2018-2020.	<a href="https://makia.com/responsibility-sustainability/">https://makia.com/responsibility-sustainability/</a> <a href="https://www.impactreport.app/makia/clothes/index.html?view=TheMap">https://www.impactreport.app/makia/clothes/index.html?view=TheMap</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Makia Clothing Ltd. does not clearly communicate its renewable energy policy.	<a href="https://makia.com/responsibility-sustainability/">https://makia.com/responsibility-sustainability/</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Makia Clothing Ltd. has not published a climate footprint of its supply chain 2018-2020.	
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Makia Clothing Ltd. does not communicate information on its climate footprint towards a climate neutrality goal for its own operations.	<a href="https://makia.com/responsibility-sustainability/">https://makia.com/responsibility-sustainability/</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	In 2019, 18% of Makia Clothing Ltd.'s entire collection was made of environmentally preferred fibres such as recycled cotton, recycled polyester, Tencel and organic cotton and in 2020, 64% is made of environmentally preferred fibres.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=Materials">https://www.impactreport.app/makia/clothes/index.html?view=Materials</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	

6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Makia Clothing Ltd. refers to REACH legislation. It is not a sufficient policy to target chemical pollution in the production chain. Furthermore, Makia Clothing Ltd. does not report concrete results of its policy.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=CaringforNature">https://www.impactreport.app/makia/clothes/index.html?view=CaringforNature</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	Makia Clothing Ltd. communicates that phthalates and PVC are not used in the production of all its garments.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct">https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct</a>
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q8.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Makia Clothing Ltd. implements several measures to minimize the environmental impact of its packaging, such as using RePack packages and testing biodegradable polymeric packing. However, concrete aggregate results of the packaging materials footprint are not publicly reported yet.	<a href="https://makia.com/responsibility-sustainability/">https://makia.com/responsibility-sustainability/</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Makia Clothing Ltd. reports various efforts to minimize packaging waste but it does not report any annual reduction.	<a href="https://makia.com/responsibility-sustainability/">https://makia.com/responsibility-sustainability/</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Makia Clothing Ltd. does not have a system to encourage re-use or return of garments but it provides information on taking care and repairing garments.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=Howweuseclothes">https://www.impactreport.app/makia/clothes/index.html?view=Howweuseclothes</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Makia Clothing Oy states that it has a code of conduct that is based on BSCI guidelines, as well as ILO and UN human rights regulations but has not published a supplier Code of Conduct (CoC) nor progress report.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct">https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Makia Clothing Oy does not report on a grievance mechanism.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct">https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	?	Makia Clothing Ltd. reports specific products mentioned per factory but does not provide a significant list of direct suppliers.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=WorldMap">https://www.impactreport.app/makia/clothes/index.html?view=WorldMap</a>

4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	Makia Clothing Ltd. reports the specific products mentioned per factory but does not provide any a significant list of direct suppliers.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=WorldMap">https://www.impactreport.app/makia/clothes/index.html?view=WorldMap</a>
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Makia Clothing Oy does not communicate any information about being part of a collective initiative or purchasing from an accredited supplier.	<a href="https://makia.com/responsibility-sustainability/">https://makia.com/responsibility-sustainability/</a> ;  <a href="https://www.impactreport.app/makia/clothes/index.html?view=WorldMap">https://www.impactreport.app/makia/clothes/index.html?view=WorldMap</a> ; <a href="https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct">https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	Makia Clothing Ltd. does not clearly report if and how much production volume is approved as socially compliant by independent third parties.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=Manufacturing">https://www.impactreport.app/makia/clothes/index.html?view=Manufacturing</a> ;  <a href="https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct">https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Makia Clothing Ltd. does not publicly report clear results of measures implemented to improve labor conditions at its fabric manufacturers.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=Manufacturing">https://www.impactreport.app/makia/clothes/index.html?view=Manufacturing</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Makia Clothing Ltd. has not published any commitment to a living wage benchmark.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct">https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Makia Clothing Ltd. does not provide concrete information about measures implemented to establish the payment of living wages at its apparel manufacturers.	<a href="https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct">https://www.impactreport.app/makia/clothes/index.html?view=CodeOfConduct</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark Labour Q14.	

16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Makia Clothing Ltd. reports 84% of its production came from suppliers that it has worked with for 5 years or more.	<a href="https://makia.com/responsibility-sustainability/">https://makia.com/responsibility-sustainability/</a>
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**Result: C (12-18): Kohtuullinen, vielä on petrattavaa 15 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	Marimekko publishes the climate footprint of its own operations for 2018 and 2019, and has reduced its climate footprint for Scope 1 and 2 from 350 tons of CO2e to 244 tons of CO2e.	p 34–35 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a> p 76–77 <a href="https://company.marimekko.com/wp-content/uploads/2020/03/Marimekko_tilinp%C3%A4%C3%A4t%C3%B6%C3%BCs_2019_FI_web.pdf">https://company.marimekko.com/wp-content/uploads/2020/03/Marimekko_tilinp%C3%A4%C3%A4t%C3%B6%C3%BCs_2019_FI_web.pdf</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	Marimekko states that the electricity used by its textile printing factory and head office was generated from hydropower and that biogas (more than 50%) is used in its printing factory. However, it's not clear whether the hydropower is certified and if this covers all its energy consumption and if not, what is the total percentage share.	p 34–35 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Marimekko has not published the climate footprint of its supply chain for 2017–2019. It mentions that it has calculated carbon footprint for internal and external logistics but the result is not available.	p 76 <a href="https://company.marimekko.com/wp-content/uploads/2020/03/Marimekko_tilinp%C3%A4%C3%A4t%C3%B6%C3%BCs_2019_FI_web.pdf">https://company.marimekko.com/wp-content/uploads/2020/03/Marimekko_tilinp%C3%A4%C3%A4t%C3%B6%C3%BCs_2019_FI_web.pdf</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Marimekko will publish its new sustainability goals in 2020.	p 37 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a>
	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Marimekko is a member of Better Cotton Initiative (BCI). In 2019, 66% of materials purchased by Marimekko were BCI-certified cotton. Marimekko mentions that recycled cotton and wool are seasonally used.	p. 17 <a href="https://company.marimekko.com/wp-content/uploads/2020/06/mm_vastuullisuus_2019_FINAL.pdf">https://company.marimekko.com/wp-content/uploads/2020/06/mm_vastuullisuus_2019_FINAL.pdf</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	

3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	Marimekko implements several measures to limit the use of hazardous chemicals and reports that PFC compounds and PVC are not used in Marimekko products. Marimekko publishes Restricted Substances List (RSL). In addition Marimekko mentions having the Oeko-tex 100 standard for part of its textiles. This standard however is not eligible for this question since it does not cover criteria to chemical use during the production stages.	p. 38 <a href="https://company.marimekko.com/wp-content/uploads/2020/06/mm_vastuullisuus_2019_FINAL.pdf">https://company.marimekko.com/wp-content/uploads/2020/06/mm_vastuullisuus_2019_FINAL.pdf</a> <a href="https://company.marimekko.com/fi/vastuullisuus/ymparisto/">https://company.marimekko.com/fi/vastuullisuus/ymparisto/</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	Marimekko communicates that perfluorinated compound (PFC) has been successfully eliminated from the production of all its garments, effective 7/2019.	p. 38 <a href="https://company.marimekko.com/wp-content/uploads/2020/06/mm_vastuullisuus_2019_FINAL.pdf">https://company.marimekko.com/wp-content/uploads/2020/06/mm_vastuullisuus_2019_FINAL.pdf</a>
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	Marimekko communicates it has principles for chemical management and a Restricted Substances List (RSL), but does not report whether at least three suspect chemical groups, such as phthalates or azo dye can be considered as fully eliminated from its entire production chain.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Marimekko reports having replaced 3200kg of plastic packaging with paper alternative and using only FSC- or PEFC -certified paper. However, it does not report the percentage of recycled or renewable materials for its consumer packaging.	p 16 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a> <a href="https://company.marimekko.com/wp-content/uploads/2019/03/Marimekko-product-policies-FI.pdf">https://company.marimekko.com/wp-content/uploads/2019/03/Marimekko-product-policies-FI.pdf</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Marimekko discloses a partial waste footprint; it generated 110 tons of waste in Herttoniemi printing factory and head office. Of that amount, 96% was utilized as recycled material and in energy generation.	p 34, 36 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a> <a href="https://company.marimekko.com/fi/vastuullisuus/tuotteet/">https://company.marimekko.com/fi/vastuullisuus/tuotteet/</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Marimekko has offered a temporary garment collection service in its stores as a part of a collaboration with a second hand shop Vestis (previously WST We Started This).	p 17 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a>

Labour conditions / Human rights				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Marimekko is a member of BSCI and has included BSCI's requirements to its Supplier Code of Conduct (CoC). All these standards are mentioned in it and it has to be signed by all partners. Marimekko reports on the results of audits, and mentions plans and monitoring for corrective actions. However, Marimekko should be more concrete and transparent with results and corrective measures.	p 74–75 <a href="https://company.marimekko.com/wp-content/uploads/2020/03/Marimekko_tilinp%C3%A4%C3%A4t%C3%B6s_2019_FI_web.pdf">https://company.marimekko.com/wp-content/uploads/2020/03/Marimekko_tilinp%C3%A4%C3%A4t%C3%B6s_2019_FI_web.pdf</a>  p 26, 28–29, 31 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a>  <a href="https://company.marimekko.com/wp-content/uploads/2019/12/Marimekko-Supplier-Code-of-Conduct.pdf">https://company.marimekko.com/wp-content/uploads/2019/12/Marimekko-Supplier-Code-of-Conduct.pdf</a>  <a href="https://company.marimekko.com/fi/vastuullisuus/valmistus/">https://company.marimekko.com/fi/vastuullisuus/valmistus/</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Marimekko is a member of BSCI, which requires a grievance mechanism in factories, and includes a grievance mechanism in its Supplier CoC. It is unclear whether the mechanism covers employees outside its own operations.	p 80 <a href="https://company.marimekko.com/wp-content/uploads/2020/03/Marimekko_tilinp%C3%A4%C3%A4t%C3%B6s_2019_FI_web.pdf">https://company.marimekko.com/wp-content/uploads/2020/03/Marimekko_tilinp%C3%A4%C3%A4t%C3%B6s_2019_FI_web.pdf</a>  <a href="https://company.marimekko.com/wp-content/uploads/2019/12/Marimekko-Supplier-Code-of-Conduct.pdf">https://company.marimekko.com/wp-content/uploads/2019/12/Marimekko-Supplier-Code-of-Conduct.pdf</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Marimekko has published a list of direct suppliers that cover 98% of its total production, effective May 2020.	<a href="https://company.marimekko.com/en/sustainability/manufacturing/">https://company.marimekko.com/en/sustainability/manufacturing/</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	Marimekko has published a list of its direct suppliers including the full addresses and the starting date of the business relationship.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark Labour Q4.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Marimekko is a member of amfori BSCI. It however is not a Multi Stakeholder Initiative where independent civil society organizations incl. labor unions would have a decisive voice in. Marimekko is also a member of Responsible Sourcing Network (RSN), which is considered eligible neither .	p 28 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	

8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	In 2019, 62% of Marimekko production volume was made in Finland, Estonia, Lithuania, Portugal and Sweden, which are low risk countries in terms of labour conditions. In addition, it communicates that 19% of the purchases outside of Europe were certified by Sedex, SA8000 and others (not specified). The share of the total production certified by SA8000, a standard considered eligible, remains unclear.	<a href="https://company.marimekko.com/fi/vastuullisuus/valmistus/">https://company.marimekko.com/fi/vastuullisuus/valmistus/</a> p 28-29 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Marimekko does not publicly report clear results of measures implemented to improve labor conditions at its manufacturers for semi-finished products.	
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Marimekko reports that it is committed to advance living wages for workers in its supply chain but has not published any eligible commitment to a living wage benchmark.	p 26 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Marimekko reports that it is committed to advance living wages for workers in its supply chain, but does not provide concrete information about measures implemented to establish the payment of living wages.	p 26 <a href="https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf">https://company.marimekko.com/wp-content/uploads/2019/05/mm_vastuullisuus_2018_FI_spreads.pdf</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	Marimekko does not provide concrete information about measures implemented to establish the payment of living wages at its apparel manufacturers, but 62% of Marimekko's production is in Finland, Sweden, Estonia, Lithuania and Portugal, which are low risk countries.	<a href="https://company.marimekko.com/fi/vastuullisuus/valmistus/">https://company.marimekko.com/fi/vastuullisuus/valmistus/</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	According to Marimekko's supplier list, 63% (55/87) of the business relationships have lasted at least 5 years.	<a href="https://company.marimekko.com/en/sustainability/manufacturing/">https://company.marimekko.com/en/sustainability/manufacturing/</a>

Brand Owner  
Head Office Location  
Brand

Kesko Oyj  
Helsinki  
mywear



## Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 7 out of 34

Climate/ Carbon Emissions		Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	Kesco Oyj publishes the climate footprint of its own operations for 2017 and 2018, and has reduced its absolute climate footprint from 130 640 tons of CO2e to 125 961 tons of CO2e.	p. 48 <a href="https://www.kesko.fi/globalassets/pdf-tiedostot/kesko_vsk_2018_kestava_kehitys_fi-2.pdf#page=43">https://www.kesko.fi/globalassets/pdf-tiedostot/kesko_vsk_2018_kestava_kehitys_fi-2.pdf#page=43</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Kesco reports that in 2019 it purchased 560 GWh of Renewable Energy Guarantees of Origin (REGO). This renewable electricity was produced in the Nordic countries; 82% of it was produced by hydroelectric power and 18% by bioenergy. However the brand does not provide specific information on the origin of the hydroelectric power or environmental criteria used in its production (fish migration, water flow and river habitats) or the source of bioenergy supply.	p. 33 <a href="https://kesko.fi/globalassets/03-sijoittaja/raportike-skus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30">https://kesko.fi/globalassets/03-sijoittaja/raportike-skus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	Yes	Kesco Oyj publishes the climate footprint of its supply chain for 2018, reporting an emissions figure of 9 680 600 tons of CO2.	p. 49 <a href="https://www.kesko.fi/globalassets/pdf-tiedostot/kesko_vsk_2018_kestava_kehitys_fi-2.pdf#page=43">https://www.kesko.fi/globalassets/pdf-tiedostot/kesko_vsk_2018_kestava_kehitys_fi-2.pdf#page=43</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	Yes	Kesco Oyj publishes the climate footprint of its supply chain for 2017 and 2018, and has reduced the absolute climate footprint from 9 888 200 tons of CO2e to 9 680 600 tons of CO2e.	p. 49 <a href="https://www.kesko.fi/globalassets/pdf-tiedostot/kesko_vsk_2018_kestava_kehitys_fi-2.pdf#page=43">https://www.kesko.fi/globalassets/pdf-tiedostot/kesko_vsk_2018_kestava_kehitys_fi-2.pdf#page=43</a>
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	Yes	Kesco aims to achieve climate neutrality by 2030 and make its own operations emission-free by 2030 by reducing and/or compensating. However Kesko does not provide a clear plan with annual cuts and carbon offsets are not concrete with regard to type, additionality, numbers and / or projects, leakage, tracking progress, etc.	<a href="https://www.kesko.fi/media/uutiset-ja-tiedotteet/uutiset/2020/kohti-hiielineutraalia-k-ryhmaa/">https://www.kesko.fi/media/uutiset-ja-tiedotteet/uutiset/2020/kohti-hiielineutraalia-k-ryhmaa/</a>
Environment				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	?	Kesco communicates about their policy to source all cotton from more responsible sources by 2024 but does not report concrete results on the use of environmentally preferred raw materials, such as organic cotton or recycled polyester.	<a href="https://www.kesko.fi/yritys/vastuullisuus/kestavan-kehityksen-linjaukset/k-ryhman-puuvillalinjaus/">https://www.kesko.fi/yritys/vastuullisuus/kestavan-kehityksen-linjaukset/k-ryhman-puuvillalinjaus/</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark Environment Q1.	

3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Kesco mentions its own policy on chemicals which they say is stricter than the EU REACH regulation and entirely bans the use of chromium VI in tanning leather but does not provide complete MRSI nor report on annual progress report.	<a href="https://www.kesco.fi/en/media/news-and-releases/news/2016/purchasing-chain-of-clothes-and-shoes-made-transparent/">https://www.kesco.fi/en/media/news-and-releases/news/2016/purchasing-chain-of-clothes-and-shoes-made-transparent/</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Kesco does not report the percentage of recycled or renewable materials used for its consumer packaging, nor any annual reductions or best practices regarding its packaging materials.	p. 44-45 <a href="https://kesko.fi/globalassets/03-sijoittaja/raporttikeyskus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30">https://kesko.fi/globalassets/03-sijoittaja/raporttikeyskus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Kesco has published its absolute waste footprint without specifying waste groups and mentions it is active in waste separation and recycling. Kesko reports it is signatory to The New Plastics Economy Global Commitment but does not specify its goal or progress.	p. 44-45 <a href="https://kesko.fi/globalassets/03-sijoittaja/raporttikeyskus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30">https://kesko.fi/globalassets/03-sijoittaja/raporttikeyskus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Kesco offers a garment collection system in its stores yet it is not clear if returns or re-use of garments is encouraged at the point of sales.	<a href="https://www.kesco.fi/globalassets/01-yritys/vastuullisuus/uff-kerays-k-kaupat.pdf">https://www.kesco.fi/globalassets/01-yritys/vastuullisuus/uff-kerays-k-kaupat.pdf</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Kesco has a code of conduct and it has published a CSR report, but regarding labour conditions at mywear suppliers, it does not describe corrective actions and results.	p.61 <a href="https://kesko.fi/globalassets/03-sijoittaja/raporttikeyskus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30">https://kesko.fi/globalassets/03-sijoittaja/raporttikeyskus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30</a>

2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Kesco has a grievance mechanism, but it doesn't share results from it or corrective measures.	p. 61 <a href="https://kesko.fi/globalassets/03-sijoittaja/raporttike-skus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30">https://kesko.fi/globalassets/03-sijoittaja/raporttike-skus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Kesco Oyj has published a list of Tier 1 suppliers that are likely to cover 90% of its total production, effective by 26.9.2019, including full addresses.	<a href="https://www.kesko.fi/globalassets/pdf-tiedostot/tehdaslistat-mywear-ken-gat-laukut-vaat-teet-2019.pdf">https://www.kesko.fi/globalassets/pdf-tiedostot/tehdaslistat-mywear-ken-gat-laukut-vaat-teet-2019.pdf</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Kesco is a member of amfori BSCI and Bangladesh Accord. These are not however eligible for this question.	<a href="https://www.kesko.fi/yritys/vastuullisuus/vastuullisuuden-johtaminen/vastuullisuusperiaatteet/#Tehdaslistasu">https://www.kesko.fi/yritys/vastuullisuus/vastuullisuuden-johtaminen/vastuullisuusperiaatteet/#Tehdaslistasu</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	The company is a member of amfori BSCI but independent civil society organizations do not have a decisive voice in BSCI. Kesko publishes overall results on BSCI audits. However, this is not a Multi Stakeholder initiative where independent civil society organizations incl. labor unions would have a decisive voice in and therefore not eligible for this question.	<a href="https://kesko.fi/globalassets/03-sijoittaja/raporttikeskus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30">https://kesko.fi/globalassets/03-sijoittaja/raporttikeskus/2020/q1/kesko_ar_2019_sustainability.pdf#page=30</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Kesco does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers	

13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Kesco does not provide concrete information about implemented measures to establish the payment of living wages at its apparel manufacturers.	<a href="https://www.kesko.fi/en/media/news-and-releases/news/2016/purchasing-chain-of-clothes-and-shoes-made-transparent/">https://www.kesko.fi/en/media/news-and-releases/news/2016/purchasing-chain-of-clothes-and-shoes-made-transparent/</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Kesco does not report on the duration of business relationships with suppliers, nor on a strategy to concentrate production at a limited number of suppliers.	

Brand Owner  
Head Office Location  
Brand

Nanso Group Oy  
Helsinki  
Nanso



## Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 7 out of 34

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Nanso Group does not publish the climate footprint of its own operations.	<a href="https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastuullisuusraportti_nanso_2019-final.pdf?v=1585725685">https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastuullisuusraportti_nanso_2019-final.pdf?v=1585725685</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	Nanso reports it is using 100% renewable energy, of which 100% is wind energy in 2019.	<a href="https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastuullisuusraportti_nanso_2019-final.pdf?v=1585725685">https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastuullisuusraportti_nanso_2019-final.pdf?v=1585725685</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	Yes	See remark Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Nanso Group does not publish the climate footprint of its supply chain.	<a href="https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastuullisuusraportti_nanso_2019-final.pdf?v=1585725685">https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastuullisuusraportti_nanso_2019-final.pdf?v=1585725685</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark Climate Q4.	<a href="https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastuullisuusraportti_nanso_2019-final.pdf?v=1585725685">https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastuullisuusraportti_nanso_2019-final.pdf?v=1585725685</a>
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Nanso group does not communicate any information on its climate footprint towards a climate neutrality goal for its own operations.	<a href="https://nanso.com/pages/vastuullisuus">https://nanso.com/pages/vastuullisuus</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Nanso Group reports that 13% of its products are made using environmentally preferred materials, such as organic cotton, recycled polyester and lyocell (at least 50% or more in a piece of garment). However it is not clear what percentage of the total annual volume this represents. It is likely that more than 5% of the volume is made of environmentally preferred raw materials.	<a href="https://nanso.com/pages/materiaalitietoa">https://nanso.com/pages/materiaalitietoa</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark Environment Q1.	

4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Nanso Group does not provide information on its policies to eliminate hazardous chemicals.	<a href="https://nanso.com/pages/materialealitietoa">https://nanso.com/pages/materialealitietoa</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Nanso does not report the percentage of recycled or renewable materials used in its consumer packaging, nor any annual reductions or best practices regarding packaging materials.	<a href="https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastutullisuusraportti_nanso_2019-final.pdf?v=1585725685">https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastutullisuusraportti_nanso_2019-final.pdf?v=1585725685</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Nanso Group does not communicate any information about its waste reduction policies.	<a href="https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastutullisuusraportti_nanso_2019-final.pdf?v=1585725685">https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastutullisuusraportti_nanso_2019-final.pdf?v=1585725685</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Nanso Group cooperates with Recci and Emmy, Finnish second-hand stores, to encourage its customers to recycle clothes.	<a href="https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastutullisuusraportti_nanso_2019-final.pdf?v=1585725685">https://cdn.shopify.com/s/files/1/0067/8232/0711/files/vastutullisuusraportti_nanso_2019-final.pdf?v=1585725685</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Nanso Group has not published a supplier Code of Conduct nor a progress report.	<a href="https://nanso.com/pages/valmistas">https://nanso.com/pages/valmistas</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Nanso Group is a member of BSCI which requires a complaints mechanism in factories but does not report on grievance mechanism.	<a href="https://nanso.com/pages/valmistas">https://nanso.com/pages/valmistas</a>

3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Nanso Group has published a list of direct and indirect suppliers (Tier 1 and 2) that are likely to cover 90% of its total production volume. The list includes the full addresses of each factory.	<a href="https://cdn.shopify.com/s/files/1/0067/8232/071/files/Nanso_tavarantoimittajat_ja_yhteystiedot_2019_Tier_1_2-final.pdf?v=1585650083">https://cdn.shopify.com/s/files/1/0067/8232/071/files/Nanso_tavarantoimittajat_ja_yhteystiedot_2019_Tier_1_2-final.pdf?v=1585650083</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Nanso Group is a member of amfori BSCI. However, this is not a Multi Stakeholder Initiative where independent civil society organizations incl. labor unions would have a decisive voice in and not therefore eligible for this question.	<a href="https://nanso.com/pages/valmistas">https://nanso.com/pages/valmistas</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	Nanso Group is a member of amfori BSCI but independent civil society organizations do not have a decisive voice in BSCI. Nanso does not publish the results on BSCI audits.	<a href="https://nanso.com/pages/valmistas">https://nanso.com/pages/valmistas</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Nanso Group does not publicly report clear results of its measures implemented to improve labor conditions at its fabric manufacturers.	<a href="https://nanso.com/pages/valmistas">https://nanso.com/pages/valmistas</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Nanso Group has not published any commitment to a living wage benchmark.	<a href="https://nanso.com/pages/valmistas">https://nanso.com/pages/valmistas</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark Labour Q13.	

15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Nanso does not report on strategy to concentrate production at a limited number of factories. Nanso reports the duration of business with suppliers on the suppliers list.	<a href="https://nanso.com/pages/valmis-tus">https://nanso.com/pages/valmis-tus</a>

Brand Owner  
Head Office Location  
Brand

Stockmann Oyj Abp  
Helsinki  
NOOM



**Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 10 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	Stockmann Oy publishes the climate footprint of its own operations for year 2018 and year 2019, and has reduced the absolute climate footprint of own operations from 45 130 tons of CO2e to 39 700 tons of CO2e between 2018-2019.	(p. 24) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>  <a href="http://www.stockmann-group.com/en/cdp-climate-questionnaire">http://www.stockmann-group.com/en/cdp-climate-questionnaire</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Stockmann Oy reports on the use of renewable energy (13.3%) and has a strategy to increase the share of renewable sources.	(p. 4, 22-24) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	Yes	Stockmann Oy publishes the climate footprint of its supply chain for 2019, reporting emissions of Scope 3 as 9 900 and in total 39 700 tons of CO2.	(p. 24) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	Yes	Stockmann Oy publishes the climate footprint of its supply chain for year 2018 and year 2019, and has reduced the absolute climate footprint from 45 130 tons of CO2e to 39 700 tons of CO2e between 2018-2019.	(p. 24) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Stockmann Oy mentions it has a target to reduce its absolute climate footprint and target to make its brand, Lindex, fully climate neutral by the end of year 2023. This is a target for one brand of Stockmann Oy and it does not cover the whole company.	(p. 24) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>
<b>Environment</b>				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Stockmann Oy communicates that 46% of Stockmann Oy's entire collection is made of more sustainable raw materials, namely organic cotton or recycled materials.	p. 16 <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark Environment Q1.	

5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Stockmann Oy refers to REACH legislation. This is not a sufficient policy to target chemical pollution in the production chain. Stockmann Oy also reports that its other brand, Lindex, has a strategy to eliminate all hazardous chemicals from whole supply chain by the end of the 2025 and it has published its MRSI, but Stockmann Oy does not communicate same kind of information for NOOM.	(p. 16) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntatavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntatavastuu_2019.pdf</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	Stockmann Oy communicates that PFC has been successfully eliminated from the production of all its garments, effective 2014. Stockmann Oy also reports that its another brand, Lindex, has a strategy to eliminate all hazardous chemicals from whole supply chain by the end of the 2025 and it has published its MRSI, but does not communicate same kind of information for NOOM.	(p. 16) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntatavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntatavastuu_2019.pdf</a>
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark Environment Q8.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Stockmann Oy reports that 80% of its consumer packaging materials and 8 % of shipping packaging materials are made from recycled materials, but does not report annual reductions. However, Stockmann Oy has made Finnish Kestävän kehityksen yhteiskuntasitouimus (sitoumus2050.fi) to reduce usage of plastic bags.	(p. 22, 25) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntatavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntatavastuu_2019.pdf</a>  <a href="http://www.stockmann-group.com/en/environmental-impacts">http://www.stockmann-group.com/en/environmental-impacts</a>  <a href="http://www.stockmann-group.com/en/reducing-of-plastic">http://www.stockmann-group.com/en/reducing-of-plastic</a>  <a href="http://www.stockmann-group.com/fi/oostokkassit">http://www.stockmann-group.com/fi/oostokkassit</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	Yes	Stockmann reports the annual waste by type, weight and way of disposal and has reduced its annual absolute waste footprint in Finland in 2019 [2789 tonnes] compared to 2018 [2868 tonnes] and in total in 2019 [4887 tonnes] compared to 2018 [5037 tonnes].	(p. 26) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntatavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntatavastuu_2019.pdf</a>

12	Does the brand encourage the return or re-use of garments?	Yes	Stockmann Oy actively encourages consumers to recycle clothes through the second-hand store Emmy.	(p. 13, 25) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>  <a href="https://info.stockmann.com/info/tavaratalot/emmy-kierratetyjen-merkkivaahteiden-verkkokauppa/">https://info.stockmann.com/info/tavaratalot/emmy-kierratetyjen-merkkivaahteiden-verkkokauppa/</a>
	<b>Labour conditions / Human rights</b>			
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Stockmann Oy has a code of conduct and it has published the annual CSR report 2019 with a summary of social compliance in the supply chain, including data and progress of auditings. However, Stockmann does not provide concrete measures or timetable to improve audit results.	(p. 18-19) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>  <a href="http://www.stockmannroup.com/documents/10157/17247/Stockmann+toiminta-periaatteet.pdf">http://www.stockmannroup.com/documents/10157/17247/Stockmann+toiminta-periaatteet.pdf</a>  <a href="http://www.stockmannroup.com/documents/10157/17247/lhmi-soikeusperiaatteet.pdf/20035dab-f60b-3616-5bb2-5b6768368335">http://www.stockmannroup.com/documents/10157/17247/lhmi-soikeusperiaatteet.pdf/20035dab-f60b-3616-5bb2-5b6768368335</a>  <a href="http://www.stockmannroup.com/documents/10157/17247/Stockmann-konsernin+Korruption+vastaiset+periaatteet+final.pdf/7ce11e0d-3319-4194-92b8-82e64d11f62c">http://www.stockmannroup.com/documents/10157/17247/Stockmann-konsernin+Korruption+vastaiset+periaatteet+final.pdf/7ce11e0d-3319-4194-92b8-82e64d11f62c</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Stockmann Oy has a grievance mechanism (whistleblowing channel). Stockmann Oy reports that at the end of 2019, 70% of Finnish staff and 71% of Latvian staff were trained on the Code of Conduct and grievance mechanism. It is unclear whether workers of Stockmann Oy's subcontractors have been informed and educated about the grievance mechanism.	(p. 36, 38-39) <a href="http://vuosi2019.stockmannroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmannroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Stockmann Oy has published a list of direct suppliers that is likely to cover 90% of its total production, effective in the spring 2019, including the full address.	<a href="http://www.stockmannroup.com/fi/toimittaja-ja-tehdaslista">http://www.stockmannroup.com/fi/toimittaja-ja-tehdaslista</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark Labour Q3.	

5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	Stockmann Oy's list of direct suppliers and CSR report 2019 do not give any information about suppliers further down the supply chain. List of direct suppliers of Lindex [https://about.lindex.com/sustainability/how-we-work/suppliers-and-factories/] covers manufacturing and processing factories as well as Tier 2 factories, but this does not cover factories of other brands of Stockmann Oy, including NOOM.	<a href="http://www.stockmann-group.com/fi/toimittaja-ja-tehdaslista">http://www.stockmann-group.com/fi/toimittaja-ja-tehdaslista</a> (p.19-20) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Stockmann Oy is a member of amfori BSCI. It is not a Multi Stakeholder Initiative where independent civil society organizations incl. labor unions would have a decisive voice in and therefore not eligible for this question. Stockmann Oy also reports that it conducts amfori BSCI, SEDEX or SA8000 third party audits.	(p. 18) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a> <a href="http://www.stockmann-group.com/fi/bsci2">http://www.stockmann-group.com/fi/bsci2</a> <a href="http://www.stockmann-group.com/fi/tehdastarkastukset">http://www.stockmann-group.com/fi/tehdastarkastukset</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark Labour Q6.	(p. 18) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a> <a href="http://www.stockmann-group.com/fi/bsci2">http://www.stockmann-group.com/fi/bsci2</a> <a href="http://www.stockmann-group.com/fi/tehdastarkastukset">http://www.stockmann-group.com/fi/tehdastarkastukset</a>
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	Stockmann Oy is a member of amfori BSCI but independent civil society organizations do not have a decisive voice in amfori BSCI. Stockmann Oy publishes yearly results on BSCI audits, but does not publish numbers of other third party audits.	(p. 18) <a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a> <a href="http://www.stockmann-group.com/fi/bsci2">http://www.stockmann-group.com/fi/bsci2</a> <a href="http://www.stockmann-group.com/fi/tehdastarkastukset">http://www.stockmann-group.com/fi/tehdastarkastukset</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Stockmann Oy does not publicly report clear results of measures implemented to improve labor conditions at its fabric manufacturers.	<a href="http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmanngroup.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>

13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Stockmann Oy publicly commits to a living wage benchmark and points out the problems related to wages in manufacturing countries, but does not provide concrete information about measures implemented to establish payment of living wages by its subcontractors.	<a href="http://www.stockmann-group.com/fi/ihmisoikeudet-ja-tyoolot">http://www.stockmann-group.com/fi/ihmisoikeudet-ja-tyoolot</a>  <a href="http://vuosi2019.stockmann-group.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf">http://vuosi2019.stockmann-group.com/pdf/Stockmann_yhteiskuntavastuu_2019.pdf</a>  <a href="http://www.stockmann-group.com/documents/10157/17247/Stockmannin+toimintaperiaatteet.pdf">http://www.stockmann-group.com/documents/10157/17247/Stockmannin+toimintaperiaatteet.pdf</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark for Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Stockmann Oy does not report on the exact duration of business relationships with suppliers, even though it mentions the aim to concentrate production at as limited number of suppliers as possible.	<a href="http://www.stockmann-group.com/fi/ostokaytan-not">http://www.stockmann-group.com/fi/ostokaytan-not</a>

**Result: B (19-24): Suunta on oikea 19 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Nosh has set a goal to calculate its carbon footprint by 2023.	<a href="https://nosh.fi/page/683/">https://nosh.fi/page/683/</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Nosh reports that 100% of electricity used in its own premises is of renewable energy (hydro and wind). However, it is unclear what percentage is wind and if the hydro-energy is certified sustainable.	<a href="https://nosh.fi/page/673/nain-nosh-kat-soo-maailmaa">https://nosh.fi/page/673/nain-nosh-kat-soo-maailmaa</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	See remark for Climate Q1.	
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	See remark for Climate Q1.	
<b>Environment</b>				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	In 2019, about 96% of Nosh's entire collection was made of more sustainable raw materials, namely organic cotton, recycled spandex and recycled polyester	<a href="https://nosh.fi/page/670/materiaalit">https://nosh.fi/page/670/materiaalit</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	<a href="https://nosh.fi/page/670/materiaalit">https://nosh.fi/page/670/materiaalit</a>
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	Yes	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	Yes	See remark Environment Q1.	

7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	Nosh collection is produced by GOTS certified suppliers. This means that more than one chemical group is successfully eliminated from the production of all its garments.	<a href="https://nosh.fi/page/679/yhteistyokump-panimme-sertifi-kaatit">https://nosh.fi/page/679/yhteistyokump-panimme-sertifi-kaatit</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Nosh reports that they reuse 95% of packaging materials. However, there is no report of the percentage of recycled or renewable materials used for its consumer packaging nor any annual reductions.	<a href="https://nosh.fi/files/downloads/Nosh%20pakkau-smateriaalit%202019.pdf">https://nosh.fi/files/downloads/Nosh%20pakkau-smateriaalit%202019.pdf</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Nosh publishes its waste material footprint for 2019 but there is no progress report from the previous year.	<a href="https://nosh.fi/files/downloads/Nosh%20pakkau-smateriaalit%202019.pdf">https://nosh.fi/files/downloads/Nosh%20pakkau-smateriaalit%202019.pdf</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Nosh encourages the re-use of garments by its customers.	<a href="https://nosh.fi/page/676/hoito-ohjeet">https://nosh.fi/page/676/hoito-ohjeet</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Nosh published its first Code of Conduct in the beginning of 2020. There is no progress reporting available yet.	<a href="https://nosh.fi/page/681/ohjeistomme-tuottajille">https://nosh.fi/page/681/ohjeistomme-tuottajille</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	61% of Nosh production comes from Portugal and Latvia, which are low risk countries where high labour standards are enforced by law.	<a href="https://nosh.fi/page/681/ohjeistomme-tuottajille">https://nosh.fi/page/681/ohjeistomme-tuottajille</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Nosh has published a list of all direct and indirect suppliers, including the full addresses / products made in each factory.	<a href="https://nosh.fi/page/682/tuotantoketjun-lapinakyvys">https://nosh.fi/page/682/tuotantoketjun-lapinakyvys</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark for Labour Q3.	

6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	61% of Nosh production comes from Portugal and Latvia, which are low risk countries where high labour standards are enforced by law.	<a href="https://nosh.fi/page/682/">https://nosh.fi/page/682/</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Nosh does not publicly report clear results of its measures implemented to improve labor conditions at its fabric manufacturers.	
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Nosh has not made public commitment.	<a href="https://nosh.fi/files/downloads/NOSH%20Company%20Supplier%20Code%20of%20conduct_190628.pdf">https://nosh.fi/files/downloads/NOSH%20Company%20Supplier%20Code%20of%20conduct_190628.pdf</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	61% of Nosh production comes from Portugal and Latvia, which are low risk countries where high labour standards are enforced by law.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Nosh reports the duration of business relationships with its suppliers. Of those, majority have lasted longer than 5 years.	<a href="https://nosh.fi/page/682/tuotantoketjun-lapinakyvys">https://nosh.fi/page/682/tuotantoketjun-lapinakyvys</a>

Brand Owner  
Head Office Location  
Brand

PaaPii Design  
Kokkola  
PaaPii



### Result: A (25-34): Osta pois 25 out of 34

Climate/ Carbon Emissions		Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	PaaPii does not publish the climate footprint of its own operations for 2019-2018.	<a href="https://www.paapiidesign.com/fi/page/kes-tavyys/11830">https://www.paapiidesign.com/fi/page/kes-tavyys/11830</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	Paapii communicates that 50-60% of the electricity used in its office and factory comes from solar panels and geothermal heating.	<a href="https://www.paapiidesign.com/fi/page/tarinnamme/11835">https://www.paapiidesign.com/fi/page/tarinnamme/11835</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	PaaPii has not published any climate footprint of its supply chain from 2017 to 2019.	<a href="https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836">https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	PaaPii does not communicate any information on its climate footprint towards a climate neutrality goal for its own operations.	<a href="https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836">https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836</a>
Environment				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	PaaPii reports 97% of entire collection was made of organic cotton.	<a href="https://www.paapiidesign.com/fi/page/kes-tavyys/11830">https://www.paapiidesign.com/fi/page/kes-tavyys/11830</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	Yes	See remark Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	Yes	See remark Environment Q1.	

7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	All products are made in Finland and Lithuania which are low risk countries as high environmental standards are enforced by law	<a href="https://www.paapiidesign.com/fi/page/kes-tavvys/11830">https://www.paapiidesign.com/fi/page/kes-tavvys/11830</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	PaaPii does not report the percentage of recycled or renewable materials used in its consumer packaging, nor any annual reductions or best practices regarding packaging materials.	<a href="https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836">https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	PaaPii does not communicate any information about its waste reduction policies.	<a href="https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836">https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836</a>
12	Does the brand encourage the return or re-use of garments?	Yes	PaaPii has a group for selling second hand PaaPii products and also promotes DIY by selling fabric and providing patterns.	<a href="https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836">https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	PaaPii does not communicate any information on a supplier Code of Conduct (CoC) nor a progress report. However, all garment production is in Finland which is a low risk country.	<a href="https://www.paapiidesign.com/fi/page/kes-tavvys/11830">https://www.paapiidesign.com/fi/page/kes-tavvys/11830</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	All products are made in Finland which is a low risk country, as high labour standards are enforced by law	<a href="https://www.paapiidesign.com/fi/page/kes-tavvys/11830">https://www.paapiidesign.com/fi/page/kes-tavvys/11830</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	All PaaPii garments are manufactured in the company-owned factory in Kokkola.	<a href="https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836">https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	<a href="https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836">https://www.paapiidesign.com/fi/page/vas-tuullisuus/11836</a>
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for Labour Q3.	

6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	All products are made in Finland, a low risk country where high labour standards are enforced by law.	
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	Yes	PaaPii reports its textiles are produced in Finland and Lithuania, which are low risk countries where high labour standards are enforced by law.	
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	PaaPii has not published any commitment to a living wage benchmark but all manufacturing takes place in Finland which is a low risk country, where laws provide for a living wage.	
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	PaaPii manufactures all products in its own factory in Kokkola. All fabrics come from two producers with whom cooperation has started in 2014.	<a href="https://www.paapiide-sign.com/fi/page/vastuullisuus/11836">https://www.paapiide-sign.com/fi/page/vastuullisuus/11836</a>

Brand Owner  
Head Office Location  
Brand

Papu Design Oy  
Nokia  
Papu



### Result: A (25-34): Osta pois 25 out of 34

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	Papu Design publishes the climate footprint of its own operations for 2018 and 2019, and has reduced its absolute climate footprint from 23,1 tonnes of CO2e to 21,3 tonnes of CO2e.	p.12 <a href="https://cdn.shopify.com/s/files/1/0019/1309/4242/files/Papu_SustainabilityPeek_2019_2_7.8.2020.pdf?v=1596804092">https://cdn.shopify.com/s/files/1/0019/1309/4242/files/Papu_SustainabilityPeek_2019_2_7.8.2020.pdf?v=1596804092</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Papu Design Oy reports using only renewable energy at its two business premises; HQ in Tampere uses 90% energy from water, wind or wood-based fuels. Wind and wood-based fuels are considered as renewables but there should be more information about the sources of hydro energy. The store in Helsinki uses electricity generated with nuclear energy that is not considered as renewable.	p.20, 24: <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Papu Design Oy has not published any climate footprint of its supply chain for 2016-2020. It communicates a plan to calculate its carbon footprint.	p.24 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Papu Design Oy communicates it is going to calculate the overall carbon footprint considering all the company's operations and reduce the footprint. However there are no concrete results yet.	p.24 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Papu Design Oy reports it is using environmentally preferred fibres, such as recycled materials and organic cotton totalling 86.2% of its production.	p.13 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark for Environment Q1.	

4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	Yes	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	All products are made in Finland, Estonia, Portugal and Czech Republic which are low risk countries as high environmental standards are enforced by law	p.8 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	Papu Design reports following figures for its packaging materials: 11% recycled plastic (0.84t), 16% virgin plastic (1.26t) and 73% FSC certified paper or cardboard (5.8t), as well as an increase of 65% in use of recycled plastic in deliveries.	p.24 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Papu Design Oy mentions it is active in waste separation and recycling. Waste is recycled at the office and production facilities. It uses materials that can be composted, recycled or used as energy waste. It gives an example of the utilization of leftover materials in production. They are used for new products, sold to customers or other operators. However, Papu Design Oy does not report on the annual results of its waste reduction policy.	p.24 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Papu Design Oy communicates its philosophy is producing long lasting textiles, for example adjustable sizes (for small sizes), unisex and timeless collections. Furthermore, Papu mentions their collaboration with second hand markets and wants to encourage people to recycle garments.	p.6-7 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>

	<b>Labour conditions / Human rights</b>			
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Papu Design Oy published its first Code of Conduct in the beginning of 2019 but it does not describe an appropriate implementation or analysing method for it. There is no progress report available.	<a href="https://cdn.shopify.com/s/files/1/0019/1309/4242/files/PAPU-CODE-OF-CONDUCT_2019.pdf?v=1958565676531020028">https://cdn.shopify.com/s/files/1/0019/1309/4242/files/PAPU-CODE-OF-CONDUCT_2019.pdf?v=1958565676531020028</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	Papu Design Oy produces in Finland (46.2%), Estonia (3.8%), Lithuania (42.4%) and Portugal (53.3%), which are low risk countries and 0.5 % in Czech rebublic which is a medium risk country.	p.8 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Papu Design Oy publishes a complete list of its manufacturers and garment suppliers and their addresses.	p. 9 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	Papu Design Oy produces in Finland (46.2%), Estonia (3.8%), Lithuania (42.4%) and Portugal (53.3%), which are low risk countries and 0.5 % in Czech rebublic which is a medium risk country. We encourage Papu to start a Due Diligence process to recognize and minimize human rights risks.	p. 8 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	

12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	Yes	Papu Design Oy publishes a list of fabric suppliers, which all are located in low risk countries (Finland, Estonia, Lithuania and Portugal.)	p. 9 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	Papu Design Oy reports an overview of the production countries. 99.5% of its production comes from low risk countries, where high labor standards are enforced by law. Czech republic - which represents 0.5% of production - is a medium risk country. Papu code of conduct includes fair remuneration but there is no commitment to a credible living wage benchmark nor progress report.	p. 8 <a href="https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398">https://cdn.shopify.com/s/files/1/0249/2124/3695/files/Papu_SustainabilityPeek_2019.pdf?v=1585320398</a> p.7 <a href="https://cdn.shopify.com/s/files/1/0019/1309/4242/files/PAPU-CODE-OF-CONDUCT_2019.pdf?v=1958565676531020028">https://cdn.shopify.com/s/files/1/0019/1309/4242/files/PAPU-CODE-OF-CONDUCT_2019.pdf?v=1958565676531020028</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Papu Design does not report on the duration of business relationships with suppliers, nor on a strategy to concentrate production at a limited number of suppliers. Papu Design, however, shares their willingness to build long term partnerships and shares an example of the main supplier with whom business relationship has started in 2016.	p. 9 <a href="https://cdn.shopify.com/s/files/1/0019/1309/4242/files/Papu_SustainabilityPeek_2019_2.7.8.2020.pdf?v=1596804092">https://cdn.shopify.com/s/files/1/0019/1309/4242/files/Papu_SustainabilityPeek_2019_2.7.8.2020.pdf?v=1596804092</a>

Brand Owner  
Head Office Location  
Brand

Tokmanni Oy  
Mäntsälä  
Pola



## Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 8 out of 34

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	Yes	Tokmanni has published the climate footprint of its own operations and supply chain (scope 1, 2 and 3) for 2019, reporting a figure of 18,503 tonnes of CO2. Reduction compared to the result of the previous reporting year is -14.5 %.	p. 70-72 <a href="https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	For 2019 Tokmanni reports to have used 100 % renewable energy of total electricity consumption, of which 2,4 % is solar and the rest hydropower with Guarantee of Origin. However, it is not clear if the production takes environmental issues; such as fish migration, water flow and river habitats into consideration.	p. 60 <a href="https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	Yes	Tokmanni reports 12,328 tonnes of Scope 3 CO2 emissions.	
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	Yes	When compared the footprints between the years 2018 [scope 1: 821 tonnes & scope 2: 10 681 tonnes] and 2019 [scope 1: 788 tonnes & scope 2: 5 388 tonnes], the climate footprint beyond own operations has reduced.	p. 59 <a href="https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	Yes	Tokmanni has set a target to achieve carbon neutrality regarding its properties, air travel and leased vehicles by 2030 and reports 14,5 % less emissions than previous reporting year. Tokmanni provides a timetable and is on schedule to reach this target.	<a href="https://ir.tokmanni.fi/fi/vas-tuullisuus/ilmasto">https://ir.tokmanni.fi/fi/vas-tuullisuus/ilmasto</a>
	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Tokmanni reports around 9 % of Pola collection is made of organic cotton.	<a href="https://www.tokmanni.fi/vaat-teet/haisten-vaatteet/pola">https://www.tokmanni.fi/vaat-teet/haisten-vaatteet/pola</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark for Environment Q1.	

3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Tokmanni/ Pola implements several measures such as Amfori BEPI and Oeko-Tex to limit the use of hazardous chemicals, but does not report concrete results of its policy, and does not publish RSL.	<a href="https://www.tokmanni.fi/vaatteet/naisten-vaatteet/pola">https://www.tokmanni.fi/vaatteet/naisten-vaatteet/pola</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Tokmanni does not report the percentage of recycled or renewable materials used for its consumer packaging, nor any annual reductions or best practices regarding its packaging materials. Tokmanni has several targets related to environmentally friendly packaging practices but does not publish progress report.	p. 62 <a href="https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Tokmanni publishes its absolute waste material footprint and separates waste types. Tokmanni has concrete policies to recycle waste and has increased the amount of reused waste to previous year. However its waste footprint has not decreased from 2018 (15,105 tn) to 2019 (16,787 tn).	p. 63 <a href="https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Tokmanni encourages consumers to recycle clothes.	<a href="https://www.tokmanni.fi/vaatteet/naisten-vaatteet/pola">https://www.tokmanni.fi/vaatteet/naisten-vaatteet/pola</a>

	<b>Labour conditions / Human rights</b>			
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Tokmanni has a Code of Conduct and has published a CSR report. Tokmanni does not describe corrective actions and results about the labor conditions at Tokmanni clothing suppliers.	p. 61 <a href="https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Tokmanni is a member of BSCI which requires a complaints mechanism to be active within factories but does not report on grievance mechanism. Tokmanni reports that it has its own grievance mechanism and grievances at factories are monitored and reported at audits. However, Tokmanni has not published progress reports showing concrete results.	<a href="https://ir.tokmanni.fi/fi/vas-tuullisuus/tuotteet/ihmisoikeus-vaikeutusten-arvointi">https://ir.tokmanni.fi/fi/vas-tuullisuus/tuotteet/ihmisoikeus-vaikeutusten-arvointi</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Tokmanni has published a list of direct suppliers that are likely to cover 90% of its total production (1st Tier), effective by March 23rd 2020, including full addresses.	<a href="https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Tokmanni_Factory%20list%20for%20private%20label%20products%20in%20clothing%20shoes%20bags%20and%20accessories_23032020.pdf">https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Tokmanni_Factory%20list%20for%20private%20label%20products%20in%20clothing%20shoes%20bags%20and%20accessories_23032020.pdf</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Tokmanni is a member of amfori BSCI. However, this is not a Multi Stakeholder Initiative where independent civil society organizations incl. labor unions would have a decisive voice in and therefore not eligible for this question.	p. 44 <a href="https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	Tokmanni is a member of BSCI but independent civil society organizations do not have a decisive voice in BSCI. Tokmanni publishes overall results on BSCI audits.	p. 45 <a href="https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	

10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Tokmanni does not publicly report clear results of its implemented measures to improve labor conditions at its fabric manufacturers.	<a href="https://ir.tokmanni.fi/fi/vas-tuullisuus/tuotteet/ihmisoikeus-vaikeusten-arvointi">https://ir.tokmanni.fi/fi/vas-tuullisuus/tuotteet/ihmisoikeus-vaikeusten-arvointi</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Tokmanni has given an overview of the production countries and is a member of amfori BSCI, membership includes fair remuneration. However, the brand has not published the assumptions and calculations behind this benchmark.	p. 44-45 <a href="https://ir.tokmanni.fi/~/media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~/media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	Tokmanni does not report on its payment of living wages.	p. 44 <a href="https://ir.tokmanni.fi/~/media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~/media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Tokmanni does not report on the duration of business relationships with suppliers, nor on a strategy to concentrate production at a limited number of suppliers.	p. 44 <a href="https://ir.tokmanni.fi/~/media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf">https://ir.tokmanni.fi/~/media/Files/T/Tokmanni-V2/reports-and-presentations/Sustainability%20Report%202019_Tokmanni%20Group%20Corporation_144res_EN.pdf</a>

Brand Owner  
Head Office Location  
Brand

Pure Waste Oy  
Helsinki  
Pure Waste

# PURE WASTE

**Result: C (12-18): Kohtuullinen, vielä on petrattavaa 14 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Pure Waste has not published the climate footprint of its own operations from 2017-2019.	p 38 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	Pure Waste reports that 69% of its total electricity consumption in 2020 was renewable energy. This consists of wind power in Finland purchased from Helen Oy and in India from TNEB.Ltd.	p 30 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Pure Waste publishes the data concerning climate footprint of its supply chain, see 24 and 38. However, the climate footprint is incomplete, because it only covers the carbon dioxide equivalents of logistics.	p 23, 38 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Pure Waste mentions it has a target to reduce its absolute climate footprint, but this is a relative reduction goal. According to the report, Pure Waste targets to achieve 90% carbon neutrality by 2025.	p 29 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	In 2020, around Pure Waste's entire collection, except for part of the product labels and size tags, was made of more sustainable raw materials, namely recycled cotton and recycled polyester.	p 7-9 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark for Environment Q1.	

5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	Yes	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	Yes	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole life-cycle and all production procedures to make the apparel?	?	Pure Waste does not communicate concrete information on an environmental policy to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the clothes. It remains unclear whether it uses chemicals in the raw material processing or product finishing phase or not.	p 7-9 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	Pure Waste communicates that eg. phthalates, azo dyes and perfluorinated chemicals are not used in the production of all its garments.	p 7-9 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q8.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	Pure Waste reports that 100% of its packaging materials in-store and 88% of the packaging materials for online orders are of recycled materials, as well as an 193 kg carbon dioxide emissions reduction annually.	p 27-28 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Pure Waste implements several measures to reduce its annual absolute waste footprint, such as recycling the material used for shipping and starting to replace its old business cards with cards made from recycled cotton. But, concrete aggregate results regarding its annual absolute waste footprint are not made public.	p 27, 34 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Pure Waste offers a garment collection system, but does not report clearly how and where products can be returned.	p 36 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
	<b>Labour conditions / Human rights</b>			
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Pure Waste has published its first Code of Conduct recently. There is no progress reporting available yet.	p 11 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>

2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Majority of Pure Waste produces area manufactured in a factory, that is a member of BSCI which requires a complaints mechanism. Pure Waste communicates about a grievance mechanism in that factory, but it is not clear if the system provides for complaints handlers outside of it.	p 15 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Pure Waste has published a list of all active direct Tier 1 suppliers, including the full addresses and products that were made in each factory.	p 12 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	p 12 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Pure Waste itself if not a member of any collective initiative but over 50% of its products come from BSCI-, GRS- and Sedex-certified factory in India. However, BSCI is not a multi stakeholder initiative and independent civil society organizations do not have a decisive voice in it. GRS- and Sedex-certifications are not considered eligible.	p 11-12, 20 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Pure Waste does not publicly report clear results of its implemented measures to improve labor conditions at its fabric manufacturers.	
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Pure Waste communicates that employees in the factory in the state of Tamil Nadu receive a reasonable living salary but it does not provide concrete information about measures implemented to establish the payment of living wages.	p 14 <a href="https://www.purewaste.org/sustainabilityreport2019.pdf">https://www.purewaste.org/sustainabilityreport2019.pdf</a>

14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark for Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	91% of Pure Waste's production comes from supplier where it buys at least 10% of the production capacity.	p 12 <a href="https://www.pure-waste.org/sustainabilityreport2019.pdf">https://www.pure-waste.org/sustainabilityreport2019.pdf</a>

Brand Owner  
Head Office Location  
Brand

Rockseri Oy / R-Collection  
Kajaani  
R-Collection



**Result: C (12-18): Kohtuullinen, vielä on petrattavaa 12 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	R-Collection does not publish the climate footprint of its own operations for 2017-2019.	
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	R-Collection mentions the use of onsite generated renewable energy, but is not clear about the share of the total energy consumption.	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	R-Collection has not published a climate footprint of its supply chain for 2017-2019.	
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	R-Collection does not communicate information on its climate footprint towards a climate neutrality goal for its own operations.	
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	R-Collection uses environmentally preferred fibres, such as organic cotton and production surplus materials, totalling 9.3 % of the production.	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	

7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole life-cycle and all production procedures to make the apparel?	?	R-Collection only mentions the Oeko-tex 100 standard for textiles. This standard is not eligible for points in this question since it does not cover criteria on chemical use during the production stages.	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	R-Collection reports 100% of its consumer packaging is FSC certified.	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	R-Collection does not communicate any information regarding waste generation.	
12	Does the brand encourage the return or re-use of garments?	Yes	R-Collection encourages its customers to take good care of their products and provides a possibility to recycle its garments at R-Collection stores.	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	R-Collection does not mention code of conduct. It reports that about 90% of its clothes are produced in low risk countries (Finland and Estonia).	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	R-Collection does not report on a grievance mechanism but mentions that about 90% of its clothes are produced in low risk countries (Finland and Estonia).	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	R-Collection publishes a complete list of Tier 1 suppliers.	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for Labour Q3.	

6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	R-Collection reports that about 90% of its clothes are produced in low risk countries (Finland and Estonia).	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	R-Collection reports that about 90% of its clothes are produced in low risk countries (Finland and Estonia).	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	R-Collection does not publicly report clear results of measures implemented to improve labor conditions at its fabric manufacturers.	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	R-Collection has not published any commitment to a living wage benchmark.	
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	R-Collection reports that about 90% of its clothes are produced in low risk countries (Finland and Estonia).	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	R-Collection reports that more than 50% of their production comes from suppliers with whom the collaboration has started in 2012.	<a href="https://www.r-collection.fi/page/12/meista">https://www.r-collection.fi/page/12/meista</a>

Brand Owner  
Head Office Location  
Brand

Riiheläinen-Hernesniemi Oy  
Helsinki  
R/H



**Result: B (19-24): Suunta on oikea 24 out of 34**

Climate/ Carbon Emissions		Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Riiheläinen-Hernesniemi Oy has not published the climate footprint of its own operations for 2018-2020.	<a href="https://rh-studio.fi/pages/sustainability">https://rh-studio.fi/pages/sustainability</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Riiheläinen-Hernesniemi Oy does not communicate its renewable energy policy.	<a href="https://rh-studio.fi/pages/sustainability">https://rh-studio.fi/pages/sustainability</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Riiheläinen-Hernesniemi Oy has not published any climate footprint of its supply chain from 2018 to 2020.	<a href="https://rh-studio.fi/pages/sustainability">https://rh-studio.fi/pages/sustainability</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	No information is given or no climate neutrality target is mentioned.	<a href="https://rh-studio.fi/pages/sustainability">https://rh-studio.fi/pages/sustainability</a>
Environment				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Riiheläinen-Hernesniemi Oy states that 83 % of its collection is made of environmentally preferred materials. In 2020 it launched 3 collections, all made out of surplus material totaling 25 % of the production. It also states that the basic products are mostly made out of GOTS-setrtified organic cotton, totalling 58 % of the production.	p. 10 <a href="https://cdn.shopify.com/s/files/1/1267/9659/files/Sustainability_overview_13.7.2020.pdf?v=1594641678">https://cdn.shopify.com/s/files/1/1267/9659/files/Sustainability_overview_13.7.2020.pdf?v=1594641678</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	Yes	See remark for Environment Q1.	

6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	Riiheläinen-Hernesniemi Oy does not communicate any information on an environmental policy to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the clothes. However, all its garments are produced in Finland, Estonia and Portugal, countries which are low risk countries as high environmental standards are enforced by law	<a href="https://rh-studio.fi/pages/sustainability">https://rh-studio.fi/pages/sustainability</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	Riiheläinen-Hernesniemi Oy reports a policy to use only FSC certified paper bags or recycled plastic bags from 2020 onwards. In 2019 numbers were 44% paper, 56% conventional plastic.	p. 7 <a href="https://cdn.shopify.com/s/files/1/1267/9659/files/Sustainability_overview_13.7.2020.pdf?v=1594641678">https://cdn.shopify.com/s/files/1/1267/9659/files/Sustainability_overview_13.7.2020.pdf?v=1594641678</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Riiheläinen-Hernesniemi Oy states that it does not produce any surplus or all surplus is used for a purpose. It does not communicate the overall performance of waste reduction policy.	<a href="https://rh-studio.fi/pages/sustainability">https://rh-studio.fi/pages/sustainability</a>
12	Does the brand encourage the return or re-use of garments?	Yes	The brand encourages taking care of their products. It also states that it encourages and advises customers to recycle the garments in an appropriate right manner as well as sell products online if necessary.	<a href="https://rh-studio.fi/pages/care-instructions">https://rh-studio.fi/pages/care-instructions</a> <a href="https://rh-studio.fi/pages/sustainability">https://rh-studio.fi/pages/sustainability</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Riiheläinen-Hernesniemi Oy does not communicate any information on a supplier Code of Conduct (CoC) nor the progress report. However, all garment production is in low risk countries Finland, Estonia, Portugal.	<a href="https://rh-studio.fi/pages/faq">https://rh-studio.fi/pages/faq</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	All products are made in Finland, Estonia and Portugal which are low risk countries as high environmental standards are enforced by law	<a href="https://rh-studio.fi/pages/faq">https://rh-studio.fi/pages/faq</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	The brand has published a complete list of its Tier 1 and 2 suppliers.	p.6 <a href="https://cdn.shopify.com/s/files/1/1267/9659/files/Sustainability_overview_13.7.2020.pdf?v=1594641678">https://cdn.shopify.com/s/files/1/1267/9659/files/Sustainability_overview_13.7.2020.pdf?v=1594641678</a>

4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	All products are made in Finland, Estonia and Portugal which are low risk countries as high labour standards are enforced by law	<a href="https://rh-studio.fi/pages/faq">https://rh-studio.fi/pages/faq</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	All R/H products are manufactured in Finland, Estonia or Portugal which are a low risk countries.	<a href="https://rh-studio.fi/pages/faq">https://rh-studio.fi/pages/faq</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Riiheläinen-Hernesniemi Oy reports its fabric manufacturers are located in Portugal and Italy. Both suppliers are GOTS certified but the company does not publicly report clear results of the measures implemented to improve labor conditions at its fabric manufacturers.	<a href="https://rh-studio.fi/pages/faq">https://rh-studio.fi/pages/faq</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	Riiheläinen-Hernesniemi Oy has not published a commitment to a living wage benchmark but all apparel manufacturers are located in low risk countries where laws provide for a living wage.	<a href="https://rh-studio.fi/pages/faq">https://rh-studio.fi/pages/faq</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q13.	<a href="https://rh-studio.fi/pages/faq">https://rh-studio.fi/pages/faq</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	50% of Riiheläinen-Hernesniemi Oy business relationships have lasted for five years.	p.6 <a href="https://cdn.shopify.com/s/files/1/1267/9659/files/Sustainability_overview_13.7.2020.pdf?v=1594641678">https://cdn.shopify.com/s/files/1/1267/9659/files/Sustainability_overview_13.7.2020.pdf?v=1594641678</a>

**Result: E (0-5): Pidä lompakko vielä taskussa 4 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Reima has a goal for a smaller carbon footprint and it participates in WWF's Green Office program. Reima reports carbon footprint for its logistics and offices. Reima does not publish the total climate footprint of its own operations.	p. 40 and 54. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG VyfHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG VyfHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Reima does not communicate its renewable energy policy.	p. 54. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG VyfHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG VyfHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	p. 54. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG VyfHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG VyfHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a>
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	See remark for Climate Q1.	
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q1.	

6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Reima has set a target to be carbon neutral 2023, but no data is reported for the timeline for achieving the climate neutrality target.	p. 8 <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDlwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYTdiYmExN-jFjM2E2MTThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDlwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYTdiYmExN-jFjM2E2MTThhYzljZTE1Y-jcwNQ</a>
<b>Environment</b>				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	?	Reima reports to use environmentally preferred fibres, such as recycled and of organic origin. Reima has a goal to use 50% recycled origin in synthetics and 100% GOTS certified cotton by 2023. However, the overall proportion of environmentally preferred raw materials at the moment is not communicated.	p 28. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDlwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYTdiYmExN-jFjM2E2MTThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDlwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYTdiYmExN-jFjM2E2MTThhYzljZTE1Y-jcwNQ</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Reima refers to Bluesign® partnership and certified materials, of which standards are eligible. Reima reports a goal that in 2023 over 50% of materials are Bluesign® approved. However, it reports no data on the current share of Bluesign approved materials.	p 24. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDlwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYTdiYmExN-jFjM2E2MTThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDlwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYTdiYmExN-jFjM2E2MTThhYzljZTE1Y-jcwNQ</a>

8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	Reima communicates that its products are free from PFCs and phthalates but it is not clear if this applies to all the production stages. Reima states that in textile industry, phthalates can be used in PVC materials, in printing and in manmade leather.	p 32. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDIwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKy2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDIwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKy2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a>
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q8.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Reima publishes neither the share of recycled input materials for packaging nor the amount of renewables and non-renewables for packaging.	<a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDIwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKy2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDIwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKy2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Reima communicates its waste reduction policy and gives some examples, but does not report on the overall performance.	p 22, 20 <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVy-fHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDIwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKy2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVy-fHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDIwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKy2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Reima collaborates with the online second-hand store Emmy. Reima also offers a subscription-based clothing service, Reima Kit, through which customers can return used clothing to Emmy for resale and get repair services. It is planning to offer pop-up repait services in some of their stores in the future.	p 16, 31 <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDIwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKy2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNXxh-cHBsaWNhdGlvbi9wZGZ8O-TE4NDIwODMyMjU5M-C5wZGZ8MzlODkxOGV-jIMGMxZjU1OGRKy2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a>

	<b>Labour conditions / Human rights</b>			
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Reima published its first CSR-report (year 2019) with a summary about social compliance in the supply chain. Reima follows amfori BSCI standards and states that some of its suppliers also have the SA8000 and WRAP certifications. It also has a Code of Conduct for suppliers. However it stays unclear, whether the Code of Conduct is for both Tier I and Tier II suppliers, or only for Tier I suppliers. Furthermore, there is no progress report available.	<a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVyfHJvb3R8NjQxNzQyNXhcHBsaWNhdGlbi9wZGZ8OTE4NDlwODMyMjU5MC5wZGZ8MzlODkxOGVjMG-MxZjU1OGRKY2U0MG-MzZDFiy2M2ZtcY-zU3MmQzYTdiYmExN-jFjM2E2MThhYzljZTEIY-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVyfHJvb3R8NjQxNzQyNXhcHBsaWNhdGlbi9wZGZ8OTE4NDlwODMyMjU5MC5wZGZ8MzlODkxOGVjMG-MxZjU1OGRKY2U0MG-MzZDFiy2M2ZtcY-zU3MmQzYTdiYmExN-jFjM2E2MThhYzljZTEIY-jcwNQ</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Reima communicates on the importance of the localised supplier performance management and intensive collaboration with both Tier I and Tier II suppliers (for example regular visits to factories, Reima's own auditing system and Annual Reima Supplier Day). However Reima does not report on a grievance mechanism within factories.	
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Reima provides a list of Tier 1 suppliers.	<a href="https://www.reima.com/medias/Reima-supplier-list-2019-Oct.pdf?context=bWFzdGc5MzZ8YXBwbGJyXRpb-24vCRmfDkxMzlwNzM-4MTE5OTgucGRmfGRIN-2EzOWVkJmJmNTzkMD-NjMDM3YmUxMmQxYz-MONDMSjVhM2lTNzJIM-jAyOTU0ZDQxYmUxYzFm-MWRIODY3NmY">https://www.reima.com/medias/Reima-supplier-list-2019-Oct.pdf?context=bWFzdGc5MzZ8YXBwbGJyXRpb-24vCRmfDkxMzlwNzM-4MTE5OTgucGRmfGRIN-2EzOWVkJmJmNTzkMD-NjMDM3YmUxMmQxYz-MONDMSjVhM2lTNzJIM-jAyOTU0ZDQxYmUxYzFm-MWRIODY3NmY</a> p 39. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVyfHJvb3R8NjQxNzQyNXhcHBsaWNhdGlbi9wZGZ8OTE4NDlwODMyMjU5MC5wZGZ8MzlODkxOGVjMG-MxZjU1OGRKY2U0MG-MzZDFiy2M2ZtcY-zU3MmQzYTdiYmExN-jFjM2E2MThhYzljZTEIY-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVyfHJvb3R8NjQxNzQyNXhcHBsaWNhdGlbi9wZGZ8OTE4NDlwODMyMjU5MC5wZGZ8MzlODkxOGVjMG-MxZjU1OGRKY2U0MG-MzZDFiy2M2ZtcY-zU3MmQzYTdiYmExN-jFjM2E2MThhYzljZTEIY-jcwNQ</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	Reima has published a list of all active direct suppliers, including the full addresses.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for Labour Q4.	

6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Reima follows amfori BSCI standards and states that some of its suppliers also have a WRAP certification. Independent civil society organizations do not have a decisive voice in BSCI/WRAP. Some of Reima's suppliers are SA8000 certified and some suppliers are in low risk countries. There is no clear reporting on results, verified by eligible third parties.	<a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVi-fHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJu1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">p 38 and 39. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVi-fHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJu1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVi-fHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJu1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a></a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	Reima reports some of its production is SA8000 compliant, but does not publicly report to what extent.	<a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVi-fHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJu1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">p 38 and 39. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVi-fHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJu1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVi-fHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJu1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a></a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Reima does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers (Tier II). Reima has a goal to publish 2020 Public disclosure of material suppliers list.	<a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVi-fHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJu1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">p 35. <a href="https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVi-fHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJu1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/medias/CSR-report-2019-final-web.pdf?context=bWFzdGVi-fHJvb3R8NjQxNzQyNXX-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGMx-ZJu1OGRKY2U0MG-MzZDFiY2M2ZTc1Y-zU3MmQzYtdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a></a>

13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Reima states that wages and compensations must meet or exceed the legal minimum and/or industry standards/collective agreements. It has however not published the assumptions and calculations behind this benchmark.	p 2. <a href="https://www.reima.com/_medias/Reima-code-of-conduct-2017-ID-205812-.docx.pdf?context=bWFzdG-VyfHJvb3R8MzQ0NTQ4f-GFwcGxpY2F0aW9uL3B-kZnw4OTc2MjM0Mzgx-MzQyLnBkZnxiNWE5YTI-yMTAxOWMyN2UzZWl1ND-IzM DhjM2ExYjcwYWE0Z-jNiMTdmMDkzNzU2O-DU3MTI4MDYyODg4Zjk-wNDzi">https://www.reima.com/_medias/Reima-code-of-conduct-2017-ID-205812-.docx.pdf?context=bWFzdG-VyfHJvb3R8MzQ0NTQ4f-GFwcGxpY2F0aW9uL3B-kZnw4OTc2MjM0Mzgx-MzQyLnBkZnxiNWE5YTI-yMTAxOWMyN2UzZWl1ND-IzM DhjM2ExYjcwYWE0Z-jNiMTdmMDkzNzU2O-DU3MTI4MDYyODg4Zjk-wNDzi</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Reima does not provide concrete information about the measures implemented to establish the payment of living wages at its apparel manufacturers.	<a href="https://www.reima.com/_medias/Reima-code-of-conduct-2017-ID-205812-.docx.pdf?context=bWFzdG-VyfHJvb3R8MzQ0NTQ4f-GFwcGxpY2F0aW9uL3B-kZnw4OTc2MjM0Mzgx-MzQyLnBkZnxiNWE5YTI-yMTAxOWMyN2UzZWl1ND-IzM DhjM2ExYjcwYWE0Z-jNiMTdmMDkzNzU2O-DU3MTI4MDYyODg4Zjk-wNDzi">https://www.reima.com/_medias/Reima-code-of-conduct-2017-ID-205812-.docx.pdf?context=bWFzdG-VyfHJvb3R8MzQ0NTQ4f-GFwcGxpY2F0aW9uL3B-kZnw4OTc2MjM0Mzgx-MzQyLnBkZnxiNWE5YTI-yMTAxOWMyN2UzZWl1ND-IzM DhjM2ExYjcwYWE0Z-jNiMTdmMDkzNzU2O-DU3MTI4MDYyODg4Zjk-wNDzi</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	2% of Reima's production comes from Finland which is a low risk country, but Reima does not report on its payment of living wages in other production areas.	p 36. <a href="https://www.reima.com/_medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNxx-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGmx-ZJu10GRKY2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYTdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ">https://www.reima.com/_medias/CSR-report-2019-final-web.pdf?context=bWFzdG-VyfHJvb3R8NjQxNzQyNxx-hcHBsaWNhdGlvbi-9wZGZ8OTE4NDIwOD-MyMjU5MC5wZGZ8M-zlmODkxOGVjMGmx-ZJu10GRKY2U0MG-MzZDFiy2M2ZTc1Y-zU3MmQzYTdiYmExN-jFjM2E2MThhYzljZTE1Y-jcwNQ</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Reima reports it has collaborated with its suppliers on average 6.5 years.	<a href="https://reima.com/_medias/Supplier-list-public-2020-Final.pdf?context=bWFzdG-VyfHJvb3R8MTQyMTMy-fGFwcGxpY2F0aW9uL-3BkZhw5MjE4MD-Q3MjQ2MzY2LnBkZn-w0Y2VjMTcwNDU0ZT-g3NTkwNjk4MmYwY-jQ3ZGUyMjc2ZDIzJZY-WEwZDYzY2RINDlhY2U1Zh-jNjM5N2E4Y2U0">https://reima.com/_medias/Supplier-list-public-2020-Final.pdf?context=bWFzdG-VyfHJvb3R8MTQyMTMy-fGFwcGxpY2F0aW9uL-3BkZhw5MjE4MD-Q3MjQ2MzY2LnBkZn-w0Y2VjMTcwNDU0ZT-g3NTkwNjk4MmYwY-jQ3ZGUyMjc2ZDIzJZY-WEwZDYzY2RINDlhY2U1Zh-jNjM5N2E4Y2U0</a>

Brand Owner  
Head Office Location  
Brand

Luhta Sportswear Company  
Lahti  
Rukka



### Result: E (0-5): Pidä lompakko vielä taskussa 0 out of 34

Climate/ Carbon Emissions		Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Rukka / Luhta Sportswear Company has not published the climate footprint of its own operations for 2018-2020. It reports a reduction in energy consumption but does not provide any numbers nor total carbon footprint.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Rukka / Luhta Sportswear Company reports on the use of renewable energy, but is neither clear about the total percentage share nor about the sources of supply.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	Rukka / Luhta Sportswear Company reports on the use of renewable energy, but is neither clear about the total percentage share nor about the sources of supply.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Rukka / Luhta Sportswear Company has not published any climate footprint of its supply chain from 2018 to 2020.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Rukka / Luhta Sportswear Company does not communicate any information on its climate footprint towards a climate neutrality goal	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
Environment				
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	?	Rukka / Luhta Sportswear Company uses recycled material in 2% of the production. Rukka / Luhta Sportswear Company has a goal of 5% recycled materials by 2021 and 10% by 2022.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	

6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Rukka / Luhta Sportswear Company refers to REACH legislation. This is not a sufficient policy to target chemical pollution in the production chain. Rukka / Luhta Sportswear Company does not report concrete results of its policy.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Rukka / Luhta Sportswear Company does not report the percentage of recycled or renewable materials used for its consumer packaging, nor annual reductions or best practices regarding its packaging materials.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Rukka / Luhta Sportswear Company communicates a waste reduction policy, but does not report the overall performance.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
12	Does the brand encourage the return or re-use of garments?	?	Rukka / Luhta Sportswear Company does not report whether the return or re-use of garments by its customers is encouraged.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Rukka / Luhta Sportswear Company has not published a supplier Code of Conduct (CoC). Rukka as part of Luhta Sportswear Company is a member of amfori BSCI but there are no progress reports available.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Rukka / Luhta Sportswear Company does not report on a grievance mechanism.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	?	Rukka / Luhta Sportswear Company does not provide a significant list of direct suppliers. 97% of products are manufactured in China.	<a href="https://s3-eu-west-1.amazonaws.com/stjm/uploads/vastuunkantajat_lfashion_low.pdf">https://s3-eu-west-1.amazonaws.com/stjm/uploads/vastuunkantajat_lfashion_low.pdf</a> ; <a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>

4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	Rukka as a part of Luhta Sportswear Company is member of amfori BSCI which is not considered a Multi Stakeholder Initiative where independent civil society organizations incl. labor unions would have a decisive voice. Luhta Sportswear Company does not communicate any auditing results. They set a goal to increase the number of amfori BSCI-audited subcontractor companies to fifty in 2020. There's no progress report available.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	Rukka / Luhta Sportswear Company does not clearly report if and how much production volume is approved as socially compliant by independent third parties.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Rukka / Luhta Sportswear Company does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Rukka / Luhta Sportswear Company has not published any commitment to a living wage benchmark.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Rukka / Luhta Sportswear Company does not provide concrete information on whether living wage payments are realized at its apparel manufacturers.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	Rukka / Luhta Sportswear Company does not report on its payment of living wages.	<a href="http://www.luhtasportswearcompany.fi/fi/vastuullisuus/">http://www.luhtasportswearcompany.fi/fi/vastuullisuus/</a>

16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Rukka / Luhta Sportswear Company does not report on the specific duration of business relationships with suppliers. It reports that 97% of its whole production is done by subcontractors in China, it owns 2 suppliers in China and that longest relationships have developed at the beginning of 1990s. However, it does not provide any detailed information nor report on a strategy to concentrate production at a limited number of suppliers.	<a href="https://s3-eu-west-1.amazonaws.com/stjm/uploads/vastuunkantajat_ifashion_low.pdf">https://s3-eu-west-1.amazonaws.com/stjm/uploads/vastuunkantajat_ifashion_low.pdf</a>
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Brand Owner  
Head Office Location  
Brand

M.A.S.I Company  
Viitasaari  
Sail&Ski



**Result: B (19-24): Suunta on oikea 20 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Brand owner M.A.S.I Company Oy does not publish the climate footprint of its own operations for 2017-2019.	<a href="https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf">https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Brand owner M.A.S.I Company Oy reports that 30% of its total electricity consumption is renewable. This included wind, solar, bio as well as hydroenergy, that should be certified by EKOenergy.	<a href="https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf">https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Brand owner M.A.S.I Company Oy has not published a climate footprint of its supply chain for 2017-2019.	<a href="https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf">https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	M.A.S.I Company Oy does not communicate any information on its climate footprint towards a climate neutrality goal for its own operations.	<a href="https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf">https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf</a>
	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	M.A.S.I Company Oy reports 16,1 % of its collection was made of ecological or recycled materials (such as organic cotton and recycled polyester).	p. 37 <a href="https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf">https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	

5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	All products are made in Estonia which is a low risk country as high environmental standards are enforced by law.	<a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Brand owner M.A.S.I Company Oy does not report the percentage of recycled or renewable materials used for its consumer packaging, nor any annual reductions or best practices regarding its packaging materials.	<a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a> <a href="https://www.masicompany.fi/yritys/">https://www.masicompany.fi/yritys/</a> <a href="https://sailski.fi/wp-content/uploads/2020/04/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf">https://sailski.fi/wp-content/uploads/2020/04/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	Yes	Brand owner M.A.S.I Company Oy reports less waste than in the previous year. (0.28 kg/piece 2018 vs. 0,27 kg/piece 2019)	<a href="https://sailski.fi/wp-content/uploads/2020/04/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf">https://sailski.fi/wp-content/uploads/2020/04/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf</a> p. 26
12	Does the brand encourage the return or re-use of garments?	?	Brand owner M.A.S.I Company Oy or Sail&Ski does not report whether the return or re-use of garments by its customers is encouraged.	<a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Brand owner M.A.S.I Company Oy does publish its Code of conduct but does not publish any progress report.	<a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a> <a href="https://www.masicompany.fi/yritys/">https://www.masicompany.fi/yritys/</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	All products are made in Estonia which is a low risk country as high environmental standards are enforced by law.	<a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Sail&Ski manufactures all their products in its own factory in Valga, Estonia. Further, MASI Company publishes its Tier 2 and 3 suppliers.	p. 61-63 <a href="https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf">https://www.masicompany.fi/wp-content/uploads/2020/07/20200707_Vastuullisuuskuvasto_interaktive.pdf</a>

4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	All Sail&Ski products are made in low risk countries in Europe.  <a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a> <a href="https://www.masicompany.fi/vritys/">https://www.masicompany.fi/vritys/</a>	
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	All Sail& Ski products are designed in Finland and manufactured in Estonia.  <a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a> <a href="https://www.masicompany.fi/vritys/">https://www.masicompany.fi/vritys/</a>	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Sail&Ski/ brand owner M.A.S.I Company Oy does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers.  <a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a> <a href="https://www.masicompany.fi/vritys/">https://www.masicompany.fi/vritys/</a>	
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	All Sail&Ski production is in Estonia, a low-risk country where laws provide for a living wage.  <a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a> <a href="https://www.masicompany.fi/vritys/">https://www.masicompany.fi/vritys/</a>	
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	All M.A.S.I Company Oy production takes place in its own factory in Estonia, a low-risk country.  <a href="https://sailski.fi/vastuullisuus/">https://sailski.fi/vastuullisuus/</a> <a href="https://www.masicompany.fi/vritys/">https://www.masicompany.fi/vritys/</a>	

Brand Owner  
Head Office Location  
Brand

Samuji Oy  
Helsinki  
Samuji

# Samuji

**Result: B (19-24): Suunta on oikea 19 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Samuji Oy reports that it aims at setting quantitative and qualitative targets for raw material sourcing and design, production, social responsibility, energy & waste and CO2 emissions by the end of 2020. Samuji Oy does not publish the climate footprint of its own operations	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	See remark for Climate Q1.	
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q1.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	See remark for Climate Q1.	
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q1.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	See remark for Climate Q1.	
	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Samuji Oy reports that 82.9 % of the fall 2020 collection is made of surplus and deadstock materials. It also reports using of GOTS cotton (3.2 %) and wool (6.9 %).	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	Yes	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	

7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	Samuji Oy does not communicate any information on an environmental policy to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the clothes. However, all its garments are produced in the European union where high environmental standards are enforced by law.	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	Yes	Samuji Oy communicates a break-down of its packaging materials by whether they are recycled/renewable, and reports that it only uses biodegradable/compostable carrier bags.	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Samuji Oy communicates a waste reduction policy, but does not report on the overall performance.	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Samuji Archive (rental service) and Samuji Circular (second hand market for pre-loved garments) aim at lengthening the lifecycle of existing Samuji garments.	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Samuji Oy does not communicate any information on a supplier Code of Conduct (CoC) nor the progress report. However, 69% of its garment production is in low risk countries( Estonia, Lithuania and Portugal).	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	69% of the production comes from low risk countries (Estonia, Lithuania and Portugal) where high labour standards are enforced by law. 30% of the production comes from Italy and 1% from Romania, which are medium risk countries. We recommend Samuji to start a Due Diligence process to recognize and minimize human rights risks.	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Samuji Oy has published a complete supplier list (Tier 1 and 2)	<a href="https://samuji.com/pages/full-supplier-list-year-2020">https://samuji.com/pages/full-supplier-list-year-2020</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	

5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	See remark for Labour Q2.	
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q2.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q2.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q2.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q2.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q2.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Samuji Oy does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers. Most of its fabrics are manufactured in Italy, which is a medium risk country.	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Samuji Oy has not published any commitment to a living wage benchmark. 69% of its apparel manufacturers are located in low risk countries where laws provide for a living wage.	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark for Labour Q13.	<a href="https://samuji.com/pages/story">https://samuji.com/pages/story</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q13.	<a href="https://samuji.com/pages/story">https://samuji.com/pages/story</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Samuji Oy reports that its collaboration with clothing and accessories manufacturers has lasted for more than 8 years with 23% and for more than 4 years with 58% of the suppliers. 52% of fabric manufacturers have collaborated with Samuji for more than eight years.	<a href="https://samuji.com/pages/sustainability">https://samuji.com/pages/sustainability</a>

Brand Owner  
Head Office Location  
Brand

Sasta Oy  
Nurmnes  
Sasta

**sasta**

**Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 10 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Sasta Oy does not publish the climate footprint of its own operations.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Sasta Oy reports on the use of hydro-energy at its HQ but it is not clear whether its production is taking fish migration, water flow and river habitats into consideration.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q3.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Sasta Oy does not publish a climate footprint of its supply chain.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Sasta Oy does not communicate information on its climate footprint towards a climate neutrality goal for its own operations.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Sasta Oy uses environmentally preferred fibres, such as recycled polyester and recycled wool in 38,43 % of its production.	<a href="https://www.sasta.fi/suomi/sasta-oy/vastuullisuus">https://www.sasta.fi/suomi/sasta-oy/vastuullisuus</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	

7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Sasta Oy does not communicate any information on an environmental policy to eliminate hazardous chemicals from the whole lifecycle and all production procedures of the clothes and footwear. "EU, with a minority produced in selected factories in China and India."	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Sasta Oy does not report the percentage of recycled or renewable materials used for its consumer packaging, nor any annual reductions or best practices regarding its packaging materials.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Sasta Oy does not communicate any information regarding its waste footprint.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Sasta Oy offers repair services to its customers.	<a href="https://www.sasta.fi/en/material-guide/repair-service">https://www.sasta.fi/en/material-guide/repair-service</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Sasta Oy does not publish a CoC nor progress report.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	Sasta Oy does not report on a grievance mechanism. However, 86 % of the production is in low risk countries where human and labour rights are enforced by law.	<a href="https://www.sasta.fi/suomi/sasta-oy/vas-tuullisuus">https://www.sasta.fi/suomi/sasta-oy/vas-tuullisuus</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	?	Sasta Oy does not provide a significant list of direct suppliers.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	See remark for labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for labour Q3.	

6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	Sasta Oy does not communicate any information about being part of a collective initiative or purchasing from an accredited supplier. However, Sasta Oy reports that 86 % of its production comes from low risk EU countries; Finland, Estonia, Latvia and Lithuania where human and labour rights are enforced by law.	<a href="https://www.sasta.fi/suomi/sasta-oy/vastuullisuus">https://www.sasta.fi/suomi/sasta-oy/vastuullisuus</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	Sasta Oy reports that 86 % of its production comes from low risk EU countries; Finland, Estonia, Latvia and Lithuania where human and labour rights are enforced by law.	<a href="https://www.sasta.fi/suomi/sasta-oy/vastuullisuus">https://www.sasta.fi/suomi/sasta-oy/vastuullisuus</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Sasta Oy does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Sasta Oy has not published any commitment to a living wage benchmark.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Sasta Oy does not provide concrete information about implemented measures to establish the payment of living wages at its apparel manufacturers.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q8.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Sasta Oy does not report on the exact duration of business relationships with suppliers, nor on a strategy to concentrate production at a limited number of suppliers.	<a href="https://www.sasta.fi/en/material-guide/materials">https://www.sasta.fi/en/material-guide/materials</a>

Brand Owner  
Head Office Location  
Brand

Sidoste Oy  
Tampere  
Sidoste



## Result: D (6-11): Ensiaskeleet otettu, pitää tehdä enemmän 10 out of 34

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Sidoste Oy does not publish the climate footprint of its own operations.	<a href="https://sidoste.fi/yritys/">https://sidoste.fi/yritys/</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	Yes	Sidoste Oy reports it uses 100 % renewable wind energy.	<a href="https://sidoste.fi/vastuu/">https://sidoste.fi/vastuu/</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	Yes	See remark for Climate Q2.	<a href="https://sidoste.fi/yritys/">https://sidoste.fi/yritys/</a>
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Sidoste Oy does not publish a climate footprint of beyond own operations.	<a href="https://sidoste.fi/yritys/">https://sidoste.fi/yritys/</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	<a href="https://sidoste.fi/yritys/">https://sidoste.fi/yritys/</a>
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Sidoste Oy does not communicate information on its climate footprint towards a climate neutrality goal for its own operations.	<a href="https://sidoste.fi/yritys/">https://sidoste.fi/yritys/</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	?	Sidoste Oy uses environmentally preferred recycled cotton fibres. However, the overall proportion of environmentally preferred raw materials is not communicated.	<a href="https://sidoste.fi/mallisto/kierratyspuuvilla/">https://sidoste.fi/mallisto/kierratyspuuvilla/</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	

7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	Sidoste Oy does not communicate direct information on its policy to eliminate all hazardous chemicals on its own operations. Sidoste Oy produces most of its products in Tampere Finland where environmental regulation is enforced by law. Other production countries are not publicly disclosed.	<a href="https://sidoste.fi/vritys/">https://sidoste.fi/vritys/</a> <a href="https://www.aamulehti.fi/a/200640307">https://www.aamulehti.fi/a/200640307</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Sidoste Oy does not report the percentage of recycled or renewable materials used for its consumer packaging, nor any annual reductions or best practices regarding its packaging materials.	<a href="https://sidoste.fi/vritys/">https://sidoste.fi/vritys/</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Sidoste Oy does not communicate any information regarding its waste generation.	<a href="https://sidoste.fi/vritys/">https://sidoste.fi/vritys/</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Sidoste Oy does not directly encourage such action on its own website. On the other hand, such products are rarely reused.	<a href="https://sidoste.fi/vritys/">https://sidoste.fi/vritys/</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Sidoste Oy does not report having a CoC but does mention that all products are manufactured in Finland. However, 84% of Sidoste Oy production takes place in Finland where high labor standards are enforced by law.	<a href="https://sidoste.fi/vastuu/">https://sidoste.fi/vastuu/</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	See remark for Labour Q1.	
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	?	Sidoste Oy does not publish a supplier list.	<a href="https://sidoste.fi/vritys/">https://sidoste.fi/vritys/</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for Labour Q3.	

6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	Sidoste Oy does not communicate information on being part of a collective initiative or purchasing from an accredited supplier. However, 84% of Sidoste Oy production takes place in Finland where high labor standards are enforced by law.	<a href="https://sidoste.fi/vastuu/">https://sidoste.fi/vastuu/</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Sidoste Oy does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers.	<a href="https://sidoste.fi/yritys/">https://sidoste.fi/yritys/</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Sidoste Oy produces 84 % of its products in Tampere Finland where high human rights and labour standards are enforced by law. Other production countries are Turkey and Portugal.	<a href="https://sidoste.fi/vastuu/">https://sidoste.fi/vastuu/</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	See remark for Labour Q13.	<a href="https://sidoste.fi/yritys/">https://sidoste.fi/yritys/</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q13.	<a href="https://sidoste.fi/yritys/">https://sidoste.fi/yritys/</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Most Sidoste products are manufactured in Tampere at company owned factory.	<a href="https://sidoste.fi/yritys/">https://sidoste.fi/yritys/</a>

Brand Owner  
Head Office Location  
Brand

L-Fashion Group Oy  
Lahti  
Torstai



**Result: E (0-5): Pidä lompakko vielä taskussa 0 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Torstai/L-Fashion Group does not publish the climate footprint of its own operations for 2017-2019	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Torstai/L-Fashion Group does not communicate its renewable energy policy.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Torstai/L-Fashion Group has not published the climate footprint of its supply chain for 2017-2019.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Torstai has set a target to cut its carbon emissions by half by 2025. There are no progress reports available.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>

	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	?	Neither Torstai nor L-Fashion Group communicate concrete data on the total use of preferred raw materials, such as organic cotton or recycled polyester. Torstai uses several preferred materials, but does not state any volumes. Torstai has a Fairtrade Cotton collection, but there are no published items. Pledge to increase Fairtrade cotton by 100% can no longer be found on the website.	<a href="http://www.luhtasports-wearcompany.fi/fi/vas-tuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vas-tuullisuus/</a> <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a> <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole life-cycle and all production procedures to make the apparel?	0	Torstai/L-Fashion Group does not provide information on its policies to eliminate hazardous chemicals.	<a href="http://www.luhtasports-wearcompany.fi/fi/vas-tuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vas-tuullisuus/</a> <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a> <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	Torstai refers to the process of eliminating suspect chemical groups (PFC's). However, it remains unclear whether the target chemical group can be considered as entirely eliminated from the production of Torstai's entire garment production.	<a href="http://www.luhtasports-wearcompany.fi/fi/vas-tuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vas-tuullisuus/</a> <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a> <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q8.	

10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Torstai does not report the percentage of recycled or renewable materials used for its consumer packaging, nor annual reductions or best practices regarding its packaging materials.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Torstai does not communicate any information regarding its waste generation.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
12	Does the brand encourage the return or re-use of garments?	?	Torstai does not report whether return or re-use of garments by its customers is encouraged.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Torstai/L-Fashion Group has not published a supplier Code of Conduct (CoC).	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	Torstai/L-Fashion Group has not published a labor conditions policy.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	?	Torstai/L-Fashion Group does not provide a significant list of direct suppliers.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>  <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a>  <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	See remark for Labour Q3.	

5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	L-Fashion Group Oy is member of amfori BSCI which is not considered a Multi Stakeholder Initiative where independent civil society organizations incl. labor unions would have a decisive voice. Their goal is to increase the number of amfori BSCI-audited subcontractor companies to fifty in 2020, yet the total number of subcontractors is not communicated. There are no progress reports or auditing results available.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a> <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a> <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Torstai/L-Fashion Group has not published any reports regarding labor conditions for semi-finished product manufacturers.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a> <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a> <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	Torstai/L-Fashion Group has not published any commitment to a living wage benchmark.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a> <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a> <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	Torstai/L-Fashion Group does not provide concrete information about implemented measures to establish the payment of living wages at its apparel manufacturers.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a> <a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a> <a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a>

15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	See remark for Labour Conditions Policy Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Torstai/L-Fashion Group does not report on the duration of business relationships with suppliers, nor on a strategy to concentrate production at a limited number of suppliers.	<p><a href="http://www.luhtasports-wearcompany.fi/fi/vas-tuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vas-tuullisuus/</a></p> <p><a href="https://www.torstai.com/torstai_en/sustainability">https://www.torstai.com/torstai_en/sustainability</a></p> <p><a href="https://www.torstai.com/torstai_en/brand/values-and-vision">https://www.torstai.com/torstai_en/brand/values-and-vision</a></p>

**Result: B (19-24): Suunta on oikea 21 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Uhana Design Oy has stated that it will publish the climate footprint of its own operations from 2019 to 2020, see page 20. However, the climate footprint is incomplete, missing scope 2 and 3. Uhana Design communicates it will be added later on.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Uhana Design Oy does not communicate its renewable energy policy. However, it states that it will concentrate on this later on in the process of reporting the carbon emissions.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Uhana Design Oy has not published a climate footprint of its supply chain from 2018 to 2020.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q2.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	No information is given or no climate neutrality target is mentioned.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf</a>
	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Uhana collection is made from environmentally preferred fibres such as [organic cotton, Bluesign certified triacetate, recycled polyester and wool] totalling 26 % of the production volume.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	

5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	Uhana Design Oy's clothing is GOTS/ Oeko-Tex / bluesign® certified. This means that during production high environmental standards are maintained for chemical and water use. This certification is applicable to most of the collection. In addition, most of Uhana Design Oy's garments are produced in Lithuania, Portugal, Finland and Estonia which are low risk countries. 3.3 % are made in Italy.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Uhana Design Oy publishes neither the percentage of recycled input materials for packaging nor the amount of renewables and non-renewables for packaging. However, it does state that it mostly uses recyclable cardboard. It is also developing new packaging which is entirely recycled.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Uhana Design Oy communicates a waste reduction policy, but does not report the overall performance.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Uhana Design Oy encourages re-use and taking care of its products. It also states that it will launch a clothing library feature for its customers in 2020.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Uhana Design Oy states that it does have a Code of Conduct but it has not published a progress report nor reported the terms of their CoC. However, most of its production is in Lithuania, Estonia, Finland and Portugal which are low risk countries.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuuillesraportti.pdf</a>

2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	Most products (excluding woollen scarves; 3,3 % of the production) are made in Lithuania, Estonia, Finland and Portugal which are low risk countries as high labour standards are enforced by law	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Uhana Design Oy has published a specific list of its direct suppliers (Tier 1 and 2).	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	Most products are made in Lithuania, Estonia, Finland and Portugal which are low risk countries and high labour standards are enforced by law. Some products are made in Italy which is a medium risk country.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark for Labour Q6.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf</a>
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	Most Uhana Design products are manufactured in Lithuania, Estonia, Finland and Portugal which are low risk countries. Only 3,3 % of its products are manufactured in Italy which is a medium risk country	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf</a>
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Although Uhana Design Oy provides detailed reporting on the auditing of fabric manufacturers, it is unclear what follow up actions has been taken.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vastuullisuusraportti.pdf</a>

13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	Uhana Design Oy has not published any commitment to a living wage benchmark but all its apparel manufacturers are located in low risk countries where laws provide for a living wage. However 3.3% of manufacturing happens in Italy which is a medium risk country regarding labour rights. We encourage Uhana to start a due diligence process to recognize and minimize human rights risks.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark for Labour Q13.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf</a>
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q13.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	100% of Uhana Design Oy's purchase value is from suppliers where it buys at least 10% of the production capacity.	<a href="https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf">https://www.uhanadesign.com/wp/wp-content/uploads/2020/08/2019-Vasttuullisuusraportti.pdf</a>



**Result: B (19-24): Suunta on oikea 20 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	Very Nice/Brand owner M.A.S.I Company Oy does not publish the climate footprint of its own operations from 2018 to 2016.	<a href="https://www.verynice.fi/verynice">https://www.verynice.fi/verynice</a> <a href="https://www.masicompany.fi/yritys/">https://www.masicompany.fi/yritys/</a> <a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Brand owner M.A.S.I Company Oy reports that 30% of its total electricity consumption is renewable. This included wind, solar, bio as well as hydroenergy, that should be certified by EKOenergy.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Very Nice/Brand owner M.A.S.I Company Oy has not published a climate footprint of its supply chain from 2016 to 2018.	<a href="https://www.verynice.fi/verynice">https://www.verynice.fi/verynice</a> <a href="https://www.masicompany.fi/yritys/">https://www.masicompany.fi/yritys/</a> <a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	Very Nice/Brand owner M.A.S.I Company Oy does not communicate any information on its climate footprint towards a climate neutrality goal for its own operations.	<a href="https://www.verynice.fi/verynice">https://www.verynice.fi/verynice</a> <a href="https://www.masicompany.fi/yritys/">https://www.masicompany.fi/yritys/</a> <a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a>
	<b>Environment</b>			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Very Nice/M.A.S.I Company Oy uses 10.5% preferred materials (such as recycled cotton) in its production.	p. 37 <a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark for Environment Q1.	

3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	All Very Nice products are manufactured in Estonia, a low risk country where high labor and human rights standards are enforced by law.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> . p.5.
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Very Nice/Brand owner M.A.S.I Company Oy does not report the percentage of recycled or renewable materials used in its consumer packaging, nor any annual reductions or best practices regarding its packaging materials.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	Yes	Brand owner M.A.S.I Company Oy reports less waste than in the previous year. (0,28 kg/piece 2018 vs. 0,27 kg/piece 2019).	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> . p.25.
12	Does the brand encourage the return or re-use of garments?	?	Very Nice/Brand owner M.A.S.I Company Oy does not report whether return or re-use of garments by its customers is encouraged.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> . p.46
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Very Nice/Brand owner M.A.S.I Company Oy has published their CoC but there are no progress reports available in 2017-2019.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> . p.56

2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	Very Nice manufactures its products in Estonia, which is a low risk country and high labor standards are enforced by law.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> p.5
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Brand owner M.A.S.I Company Oy manufactures all of Very Nice products in their own factory in Valga, Estonia.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> p.5.
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> p.59.
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	Brand owner M.A.S.I Company Oy has published an exhaustive list of suppliers further down the supply chain.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> p.59.
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	Brand owner M.A.S.I Company Oy manufactures all of Very Nice products in their own factory in Valga, Estonia.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> p.5.
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Very Nice/brand owner MASI Company does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers.	<a href="https://www.masicompany.fi/vritys/">https://www.masicompany.fi/vritys/</a> <a href="https://www.verynice.fi/verynice">https://www.verynice.fi/verynice</a> <a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a>

13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	Very Nice products are manufactured in low risk countries where living wage standards are ensured by law.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> p.5.
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	Yes	Very Nice products are manufactured in Estonia in a single factory owned by the brand owner.	<a href="https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf">https://www.verynice.fi/media/pdf/200403-3_vastuullinen-ohj_v7-KOKOESITYS-TULOSTUS.pdf.pagespeed.ce.y9RgZcGzFs.pdf</a> p.5.



**Result: B (19-24): Suunta on oikea 22 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	The Vimmacompany Oy does not publish the climate footprint of its own operations.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	Vimmacompany Oy does not communicate its renewable energy policy.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	Vimmacompany Oy has not published a climate footprint of its supply chain from 2018 to 2020.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	No information is given at all or no climate neutrality target is mentioned.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	Yes	Vimmacompany Oy reports that 60% of its production is GOTS certified organic and 20% is deadstock.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	Yes	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	Yes	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	Yes	See remark for Environment Q1.	
5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	Yes	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	Yes	Vimmacompany Oy manufactures all its garments in Finland and Estonia which are low risk countries as high environmental standards are enforced by law	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>

8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	Yes	See remark for Environment Q7.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	Vimmacompany Oy publishes neither the percentage of recycled input materials for packaging nor the amount of renewables and non-renewables for packaging.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	Vimmacompany Oy does not communicate any information regarding its waste reduction policies.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
12	Does the brand encourage the return or re-use of garments?	Yes	Vimmacompany Oy cooperates with the second hand store Emmy.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	Vimmacompany Oy does not communicate any information on a supplier Code of Conduct (CoC) nor a progress report. However, all garment production is in low risk countries (Finland and Estonia).	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	Yes	All products are made in Finland and Estonia which are low risk countries and high environmental standards are enforced by law	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	Yes	Vimmacompany Oy provides a list of Tier 1 and 2 suppliers.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	Yes	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	Yes	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	Yes	All products are made in Finland and Estonia which are low risk countries and high environmental standards are enforced by law	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	Yes	See remark for Labour Q6.	

8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	Yes	All Vimma products are manufactured in Finland or Estonia which are a low risk countries.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	Yes	See remark for Labour Q8.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	Vimmacompany Oy does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers. Most of its fabric manufacturers are located in low risk countries where high labor and human rights standards are enforced by law.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	Yes	Vimmacompany Oy has not published any commitment to a living wage benchmark but all apparel manufacturers are located in low risk countries where laws provides for a living wage.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	Yes	See remark for Labour Q13.	
15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	Yes	See remark for Labour Q13.	
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	Vimmacompany Oy does not report on the duration of business relationships with suppliers, nor on a strategy to concentrate production at a limited number of suppliers.	<a href="https://www.vimma-company.com/vastuullisuus/">https://www.vimma-company.com/vastuullisuus/</a>

Brand Owner  
Head Office Location  
Brand

Luhta Sportswear Company  
Lahti  
YourFace

YOUR  
FACE

**Result: E (0-5): Pidä lompakko vielä taskussa 0 out of 34**

	Climate/ Carbon Emissions	Answer	Remark	Hyperlink
1	Has the brand (owner) disclosed the annual absolute climate footprint of its 'own operations', and has it accomplished an overall absolute climate footprint reduction compared to the result of the previous reporting year?	?	YourFace / Luhta Sportswear Company has not published the climate footprint of its own operations from 2018 to 2020.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
2	Is at least 50% of the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy?	?	YourFace / Luhta Sportswear Company reports on the use of renewable energy, but is neither clear about the total percentage share nor about the sources of supply.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
3	Is all the electricity used by the brand (company) generated from renewable resources, such as wind or solar energy	?	See remark for Climate Q2.	
4	Has the brand (owner) disclosed the annual absolute climate footprint of its supply chain that is 'beyond own operations'?	?	YourFace / Luhta Sportswear Company has not published a climate footprint of its supply chain from 2018 to 2020.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
5	Has the brand (owner) accomplished a reduction of this annual absolute climate footprint 'beyond own operations' compared to the result of the previous reporting year?	?	See remark for Climate Q4.	
6	Has the brand (owner) set a target to make at least its own operations fully climate neutral by 2030, and is the brand on track to achieve this target?	?	YourFace / Luhta Sportswear Company does not communicate any information on its climate footprint towards a climate neutrality goal	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
	Environment			
1	Does the brand (company) use environmentally 'preferred' raw materials for more than 5% of its volume?	?	YourFace / Luhta Sportswear Company does not communicate about using environmentally preferred raw materials, except for using recycled materials in slightly over 2% of the whole production. The company sets a target for using recycled materials of 5 % of the whole production by 2021 and 10 % by the year 2022. Luhta Sportswear Company also sets a target to reduce the use of fur in their products from 1,2 % (2018) to 0 % (2022).	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
2	Does the brand (company) use environmentally 'preferred' raw materials for more than 10% of its volume?	?	See remark for Environment Q1.	
3	Does the brand (company) use environmentally 'preferred' raw materials for more than 25% of its volume?	?	See remark for Environment Q1.	
4	Does the brand (company) use environmentally 'preferred' raw materials for more than 50% of its volume?	?	See remark for Environment Q1.	

5	Does the brand (company) use environmentally 'preferred' raw materials for more than 75% of its volume?	?	See remark for Environment Q1.	
6	Does the brand (company) use environmentally 'preferred' raw materials for more than 90% of its volume?	?	See remark for Environment Q1.	
7	Is there a policy for the brand (company) to eliminate all hazardous chemicals from the whole lifecycle and all production procedures to make the apparel?	?	YourFace / Luhta Sportswear Company refers to REACH legislation. This is not a sufficient policy to target chemical pollution in the production chain. Furthermore, YourFace / Luhta Sportswear Company does not report concrete results of its policy.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
8	Has the brand (company) eliminated at least one suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	YourFace / Luhta Sportswear Company does not communicate any information on phasing out harmful chemicals.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
9	Has the brand (company) eliminated at least three suspect chemical group, such as Phthalates or Per fluorinated chemicals from its entire garment production?	?	See remark for Environment Q8.	
10	Does the brand (owner) report what percentage of its shipping packaging and carrier are renewable or made from recycled materials, and does the brand implement best practices or concrete policies which have reduced the environmental impact of these packaging materials?	?	YourFace / Luhta Sportswear Company does not report the percentage of recycled or renewable materials used for its consumer packaging, nor any annual reductions or best practices regarding its packaging materials.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
11	Does the brand (owner) publish its absolute waste materials footprint and implement concrete policies to minimize waste, by reducing, re-using and recycling, thereby decreasing its waste footprint compared to the previous reporting year?	?	YourFace / Luhta Sportswear Company communicates a waste reduction policy, but does not report the overall performance.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
12	Does the brand encourage the return or re-use of garments?	?	YourFace / Luhta Sportswear Company does not report whether the return or re-use of garments by its customers is encouraged.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
<b>Labour conditions / Human rights</b>				
1	Does the brand (owner) have a supplier Code of Conduct (CoC) which includes all the basic standards to ensure workers' rights such as no child labour, no bonded labour, a safe workplace and no excessive overwork? And is there at least a progress report once every two years on implementation of this Code of Conduct?	?	YourFace / Luhta Sportswear Company has not published a supplier Code of Conduct (CoC). YourFace as part of Luhta Sportswear Company is a member of amfori BSCI but there are no progress reports available.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
2	Does the brand (owner) have a policy to make sure there is a proper grievance mechanism in place for factory workers and are at least 25% of workers informed about their rights regarding this mechanism (e.g. through training)?	?	YourFace / Luhta Sportswear Company does not report on a grievance mechanism.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>

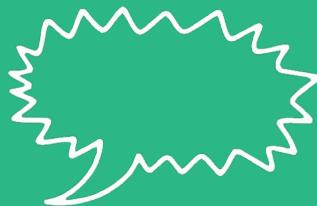
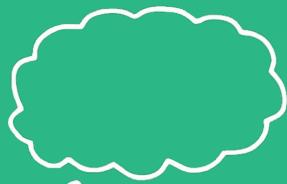
3	Does the brand (owner) have a published list of direct suppliers, that have collectively contributed to more than 90% of the purchase volume?	?	YourFace / Luhta Sportswear Company does not provide a significant list of direct suppliers.	<a href="https://s3-eu-west-1.amazonaws.com/stjm/uploads/vastuunkantajat_ifashion_low.pdf">https://s3-eu-west-1.amazonaws.com/stjm/uploads/vastuunkantajat_ifashion_low.pdf</a>  <a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
4	Is this supplier list specific? Are e.g. the addresses of direct suppliers included, and/or are the specific products mentioned per factory?	?	See remark for Labour Q3.	
5	Is the list of direct suppliers extended with suppliers further down the supply chain, with a minimum of 40% more in number compared to the direct suppliers?	?	See remark for Labour Q3.	
6	Is the brand (owner) a member of a collective initiative that aims to improve labor conditions, in which civil society organizations like NGOs and labor unions have a decisive voice, or does the brand purchase at least 50% from certified manufacturers with improved labor conditions?	?	YourFace as a part of Luhta Sportswear Company is member of amfori BSCI which is not considered a Multi Stakeholder Initiative where independent civil society organizations incl. labor unions would have a decisive voice. Luhta Sportswear Company does not communicate any auditing results. It publishes a goal to increase the number of audited subcontractor companies to fifty in 2020 but shares no progress report.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
7	Does this initiative require clear minimum performance levels for member brands (i.e. are memberships terminated when brands do not meet the minimum requirements)?	?	See remark for Labour Q6.	
8	Is at least 25% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
9	Is at least 50% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
10	Is at least 75% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
11	Is at least 95% of the total production volume at direct suppliers verified under monitoring?	?	See remark for Labour Q6.	
12	Does the brand (owner) annually report on the results of its labor conditions policy for the semi-finished products such as yarns, fabrics and leather, including a reasonable overview of number and region of workplaces covered by the policy in relation to the total production volume?	?	YourFace / Luhta Sportswear Company does not publicly report clear results of the implemented measures to improve labor conditions at its fabric manufacturers.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
13	Does the brand (owner) publicly commit to a living wage benchmark with defined wages per production region or factory?	?	YourFace / Luhta Sportswear Company has not published any commitment to a living wage benchmark.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
14	Does the brand (owner) set a target to establish the payment of living wages at its apparel manufacturers, and is the brand on track to achieve this target?	?	YourFace / Luhta Sportswear Company does not provide concrete information on whether living wage payments are realized at its apparel manufacturers.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>

15	Has the brand (owner) realised payment of living wages for at least 10% of its production volume?	?	YourFace / Luhta Sportswear Company does not report on its payment of living wages.	<a href="http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/">http://www.luhtasports-wearcompany.fi/fi/vastuullisuus/</a>
16	Does the brand (owner) adhere to buying practices that enable living wages and good labour conditions, such as long term relations with factories, and concentrating production at limited number of factories?	?	YourFace / Luhta Sportswear Company does not report on the specific duration of business relationships with suppliers, only that the longest relationships have developed at the beginning of 1990s, nor on a strategy to concentrate production at a limited number of suppliers.	<a href="https://s3-eu-west-1.amazonaws.com/stjm/uploads/vastuunkantajat_ifashion_low.pdf">https://s3-eu-west-1.amazonaws.com/stjm/uploads/vastuunkantajat_ifashion_low.pdf</a>



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