Klättermusen

ACTION	2018 RESULTS	*measure*	TARGETS
1. CORPORATE GOVERNANCE AND SUSTAINABILITY			
Maintain Corporate Governance and Risk Management Systems Aligned with Best Practices			
Update of the Code of Ethics and other corporate policies			Code of Ethics dissemination and training for all employees
Update of the corporate governance system	2018 version incorporating all improvements	Inline with Plan	Continuous update of best practices and guidelines of the Corproate Governance Code
Integrate Sustainability Issues into the Dialogue with Stakeholders			
Reporting of sustainability performance and targets to analysts and investors	Sustainability Information included in Audited reports.	Inline with Plan	Continuous integration of sustainability issues into financial communications
Collaboration with fashion/textile companies to share best practices and hencance sustainability performance in the sector	Participation in roundtables focusing on fluorocarbons, potentially hazardous substances and good sustainability practices	Inline with Plan	Continuous participation in working groups focusing on sustainability issues
Closer dialogue with key stakeholders on environmental and social issues	Incorporated sustainability goals in all supplier contracts		Meetings with key stakeholders focusing on relevant environmental and social issues

Klüttermusen

ACTION	2018 RESULTS	*measure*	TARGETS
2. PEOPLE			
Engage Employees and Meet Their Expectations			
Execution of people satisfaction surveys to better understand emlpoyee needs and expectations	First draft of people satisfaction survey created	Inline with Plan	Create people satisfaction survey at global level
Strengthening of internal communications	Encourage direct digital communication with electronic tools	Inline with Plan	Ongoing internal communication activities by offices and regions
	Carry out 2 full company offsite events	Inline with Plan	
Offer Equal Opportunities			
Ensure equal opportunities in the recrutiment process	All new hires assesed on equal opportunity basis	Inline with Plan	Continuous participation in initiatives
Promotion of a work environment inspired by the highest principles and fundamental rights at work	Annual working environment review and talking point in all individual performance reviews	Inline with Plan	Continuous implementation of information and training activities
Nurture Talent			
Extension of performance assessment program	100% of all employees assessed	Inline with Plan	Continuous implementation of employment performance assessment program
Definition of incentive plan	Performance share plan implemented for management and key positions	Inline with Plan	Continuous provision of long-term incentives

Klättermusen

ACTION	2018 RESULTS	*measure*	TARGETS
Promote Employee Wellbeing			
Definition of an employee welfare plan	Welfare plan implemented for all employees	Inline with Plan	Continuous revision and monitoring of employee welfare plan
Enhancement of employee wellbeing during working hours	Implemented first stage of Stockholm office renovation	Inline with Plan	Continue of gradual renovations and improvements to Åre and Stockholm offices
Promotion of a culture of wellness, through targeted programs aimed at encouraging heathly lifestyles	Implemented and followed-up on Wellness Hour and Healthcare benefit in all offices	Inline with Plan	Continuous implementation of awareness initiatives
Foster Work-Life Balance			
Implementation of initiatives promoting work-life balance	Quarterly vacation and overtime review within all teams to ensure balanced workload	Inline with Plan	Ongoing implementation of initiatives to promote work-life balance
Support for volunteer work during working hours	Dialogue initiated with non-profit associations in Sweden	Inline with Plan	Encourage and incentivise volunteering programs
Continue To Improve Occupational Health and Safety			
Promotion of a culture of health and safety in the workplace	Health and safety communication with all employees	Inline with Plan	Ongoing promotion of health and safety training andi nformation tools for all employees
Prevent Work-related Stress			
Monitoring of work-related stress and definition of prevention plans	Implementation of action plans based on 2017 assessment.	Inline with Plan	Continuous extension of work-related stress assestment

ACTION	2018 RESULTS	*measure*	TARGETS
3. PRODUCTS AND SUPPLY CHAIN			
Promote a Reponsible Supply Chain			
Fostering a culture of responsible sourcing	Implementation of principles across third party agents and quality control partners	Inline with Plan	Continuous monitoring and updating of sustainability and responsible sourcing principles
Definition and dissemination of social, ethical, and environmental standards for suppliers	All suppliers contracts signed with Code of Conduct and Sustainability Principles.	Inline with Plan	Information and execution of compliance with the Code of Conduct on supplier contracts.
			2019 onwards. Gradual inclusion of contractual clauses on compliance with suppliers and Code of Conduct
Risk analysis of the supply chain	First version of self-assessment questionnaire created with a product and craftmanship focus.	Partially achieved	2018. Creation of self-assessment questionnaires specifically addressing sustainability considerations
			2019. Ongoing distribution and analysis of self-assessment questionnaires
			2019 and onwards. Update of vendor rating system to reflect additional sustainability issues and the results of self-assessment questionnaires and audits
Implementation of audits to verify compliance with social, ethical, and environmental standards	Social, ethical and environmental assessment carried out in all suppliers as part of standard quality control and assessment review processes	Inline with Plan	2019. Social, ethical and environmental auditing of key manufacturing suppliers
	Began preparation and planning stage	Partially achieved	2019 onwards. Analysis of wastewater generated by the production processes of key suppliers
	Implemented first phase of joint supplier-company plans with key suppliers accounting for 50% of manufacturing supply volume	Inline with Plan	Continuous definition of joint supplier-company plans to solve non-compliances identified during audits and monitoring of results

Klättermusen

ACTION	2018 RESULTS	*measure*	TARGETS
Certification of the down supply chain	100% of down purchased certified as per the Responsible Down Standard regulating animal welfare and down quality and traceability	Inline with Plan	Continuous purchase of down that is 100% RDS-certified
Ongoing review and monitoring of banned or restricted substances in products and production processes			Ongoing review of the list of substances banned or restricted in Klättermusen products and production, in line with the latest and most reliable studies and/or changes in applicable laws
Promotion of good sustainability practices among suppliers			2019. Mapping of suppliers certified as per ISO 14001 and OHSAS 18001 standards, and launch of awareness campaign
			2019 onwards. Promotion of ISO 14001 and/or OHSAS 18001 certification among key suppliers

Klättermusen

ACTION	2018 RESULTS	*measure*	TARGETS
4. CLIENTS			
Strengthen Client Relations and Satisfaction			
Sharing of Klättermusen's commitment to a sustainable future with clients	Materials and training information shared during new collection meetings and in-person visits	Inline with Plan	2018. Increase training of wholesale and distribution partners worldwide, focusing on Klättermusen's activities in support of people, the environment and animal welfare
	Sustainability to be a key theme on SS19 social media strategy	Inline with Plan	2018. Increase sustainability as a key topic of communication and education through company-owned media channels
	Information sharing thru updated website, ongoing process of developing future tools to enable tracking of global footprint and environmental impact	Partially achieved	Enable information sharing thru all channels, inluding direct to consumer, presenting the product truth and global footprint to give holistic view

ACTION	2018 RESULTS	*measure*	TARGETS
5. ENVIRONMENT			
Improve Energy Efficiency and Reduce CO2 Emissions			
Environmental impact assessment of offices and implementation of improvement and/or offsetting measures			2019 and onwards. Implementation of plans to improve energy efficiency in all offices
Purchase of electricity from renewable sources	Åre OK - thru Jämtkraft whom only have renewable sources within Åre	Inline with Plan	2019. Conduct assessment of source of energy in all offices and leased locations
			2019 and onwards. Implementation of improvement measures to ensure increase in usage of renewable sources
Raise Employee Awareness of the Environmental Impact of Daily Activities			
Promotion of sustainable behaviours among employees: from the responsible use of paper, toners and energy, to the promotion of waste sorting and sustainable mobility	Pre-analysis of every day status started. Printers updated in both offices, including environmental improvement of both toner and energy. Sustainal purchase of office supplies integrated within corporate policy.	Partially achieved	Prioritise environmental every day rules and compile in rule book
	N/A		Prioritise environmental travel options 2019: Update policy to include time savings of x%/hours forced to chose train over flights etc
			Continuous promotion of awareness initiatives focusing on the mitigation of environmental impact
	All Klättermusen corporate cars are hibrids	Inline with Plan	Introduction of low environmental impact cars in the corporate fleet

ACTION	2018 RESULTS	*measure*	TARGETS
Reduce the Environmental Impact of Logistics Processes			
Definition of a set of environmental key performance indicators	Preliminary feasibility study regarding the monitoring of CO2 emissions from the inbound transport of finished products started	Partially achieved	2019. First monitoring of CO2 emissions from the transport of finished products to Sweden warehouse
			2020. First monitoring of CO2 emissions from the transport of finished products from the Sweden warehouse to customers globally
			2020. First monitoring of CO2 emissions from the transport of raw materials to our manufacturing suppliers
Management of environmental impact of transport	Preliminary feasibility study started	Partially achieved	Feasibility study on increased transport with lower environmental impact
Reduce the Environmental Impact of the Shopping Experience			
Design and production of eco-friendly shopping bags, boxes and other packaging material	Concept definition and first implementation	Inline with Plan	Continuous use of eco-friendly shopping bags and boxes
	Partnership and integration with Repack launched	Inline with Plan	2018. Introduce sustainable packaging as an option for all web orders
			2019. Study of additional packaging solutions with low environmental impact

ACTION	2018 RESULTS	*measure*	TARGETS
6. COMMUNITIES			
Support Medical and Scientific Research and Innovation			
Organisation of initiatives to raise awareness and support associations working in the field of research and innovation	Joint research project launched with MidSweden Univeristy	Inline with Plan	Ongoing support to scientific research
Promote the Social and Economic Development of Local Communities			
Promoting of initiatives fostering the growth of local communities, also via partnerships with associations and non-profit organisations	Partnership with refugee welcome committee in Åre, providing clothing and outdoor activities	Inline with Plan	Ongoing support for initiatives to promote the social and economic development of the local communities in which the company operates