

NN●7

NO NATIONALITY

POLICIES

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ANIMAL WELFARE POLICY

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As a Deadly Dedicated company, we never compromise. We have grown to such an extent over the years that we must take ownership of everything we do, which of course includes the ethical treatment of animals. We believe all animals should be treated well and be protected from unnecessary strain and stress. We work to promote animal welfare with regards to any materials derived from animals used in our products.

Our new and improved policy on animal welfare ensures high standards for all animal-derived fibres and materials used in NN07 products. We are committed to promoting animal welfare in close dialogue and cooperation with our suppliers. We base our Animal Welfare Policy on The Five Freedoms recommendations set out by the World Organisation by Animal Health (OIE). We also have certain material-specific requirements:

Down and feather

We only accept down and feathers with a valid Responsible Down Standard (RDS) certificate. Any removal of down and feathers from live birds (live plucking or moult harvesting) is prohibited. We only use down and feathers as by-products of the food industry. We do not accept force-feeding or down and feather from foie gras production.

Leather and animal skins

We only use leather and animal skin as by-products of the food industry.

Fur

We do not use real fur in our collections.

Exotic skin and endangered species

Skins from exotic animals or endangered species are not used or accepted.

Wool

We love wool but know that it's an area that needs transparency and close dialogue with our suppliers. Our ambition is to increase our use of RWS (Responsible Wool Standard) certified wool and use at least 65% by 2025.

Mulesing

The wool industry is very complex and the treatment of merino sheep can be cruel. We constantly keep track of our suppliers and will under no circumstances accept mulesing.

Mohair

Due to concerns regarding the collection of mohair and the treatment of the animals, we won't use mohair in our collections unless the living conditions of the animals are transparent and documented.

Angora

NN07 completely refrains from the use of angora wool, which is usually obtained through painful procedures for the animals.

CHEMICAL POLICY

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Chemicals are an essential part of our industry and we acknowledge that chemicals have to be well-managed to reduce their potential risks.

As a minimum, all chemicals used in our products must be in accordance with REACH, the European Union's legislation on chemicals. To protect consumers, workers and the environment we feel the need to go beyond the European legislation on certain chemicals and have therefore developed our own restricted substance list (RSL). This list defines our specific requirements and guides both us and our business partners in how to better regulate and reduce our negative chemical impacts on humans, animals, and the environment. In order to work towards an industry standard, our RSL is built upon the one developed by AFIRM GROUP. By choosing the groundwork of an existing RSL we hope to avoid the confusion that may arise if every company develops its own RSL.

Working with chemicals should not happen at the expense of the surrounding communities and the environment, and so we demand our suppliers employ effective and safe chemical waste management.

To make sure that our standards are met and no products contain unwanted chemicals, we test selected styles through our testing scheme. Our suppliers and we only use dedicated and certified laboratories for testing. Working with NN07-approved labs ensures that testing is reliable and of high-quality.

It is important to us that we are in particularly strict control of those chemicals that are found on REACH's Candidate List, which is why those chemicals are also included in our Chemical Restrictions. The Candidate List is a list consisting of chemicals that are under suspicion of being exceptionally harmful and might get completely banned, referred to as Substances of Very High Concern (SVHC). The Candidate List is updated twice a year. See the website of the [European Chemicals Agency \(ECHA\)](#) for details.

There are chemicals of such a high concern and risk that we have regulations that are stricter than REACH. We have decided to phase out some of these chemicals and put a full usage ban on them by 2020. Examples of such chemicals or substances are:

Phthalates – A chemical that is added to soften plastics. It is usually found in soft and flexible components and products such as raincoats, the soles of shoes and textile prints. They are under high suspicion of causing cancer and being hormone disrupting.

PVC – A type of plastic that, if burned at a waste facility, releases toxins that are so harmful to the environment that Greenpeace has named it the most damaging of all plastics. Being exposed to high doses in short periods of time can cause headaches, dizziness, and drowsiness, while long-term exposure can cause liver damage and cancer. In addition, many PVCs contain phthalates.

Reducing the impact to a minimum is a complex process, as it affects many stages of our supply chain. We have dedicated ourselves to always staying up-to-date on the latest news, laws, and regulations regarding chemicals. As dedicated as we are to doing our part, it is equally important that we help and support our suppliers in understanding, complying with and staying informed about both REACH and the NN07 RSL.

CHEMICAL RESTRICTIONS

At NN07 we take responsibility for handling chemicals in a sustainable way to protect our customers, workers, and the environment.

Our specific chemical requirements are based on AFIRM GROUP's RSL, REACH, the Candidate List, and relevant national legislation, but in some cases, our requirements are even stricter than those. As such, all suppliers must follow the 'limits'.

If difficulties arise in regard to complying with our substance limits, our banned substances or any other requirements specified in the Restricted Substance List (RSL), NN07 must be informed to discuss substitution substances or other possible solutions.

NN07s RSL applies to all of our products as well as raw materials, trimmings, and other goods supplied or used in the manufacturing of the NN07 product range, including packaging materials.

We demand all of our suppliers and partners carefully read and understand this document, and implement processes in their supply chain to comply with our requirements. The NN07 RSL must be shared with all sub-suppliers and relevant partners in the entire supply chain. To ensure that the manual is used correctly, suppliers are required to contact NN07 with any questions they may have in case of doubt or misunderstandings regarding the RSL.

All NN07 suppliers must act in compliance with REACH and continuously monitor the updates on the website of the European Chemical Agency (ECHA). ECHA is the European Authority for REACH on behalf of the European Commission.

TESTING AND COMPLIANCE

All requested detection limits must be adhered to. The supplier must inform NN07 and await confirmation if compliance is not possible. The testing methods and associated equipment specified in this in RSL must be used when testing for chemicals.

NN07 reserves the right to ask for additional documentation, proving that all requirements have been respected, and to perform random tests. We reserve the right to cancel orders, claims or take other actions if products or tests do not comply with our chemical requirements.

A test report performed by an approved independent laboratory may be requested at any stage of production. NN07 covers all expenses of an approved test. The expenses of a failed test are covered by the supplier.

The following laboratories are approved by NN07 to ensure reliable and trustworthy chemical testing:

- Bureau Veritas (Global)
- Ekoteks (Turkey)
- Intertek (Global)
- MTS (Global)
- SGS (Global)
- TUV Rheinland (Global)
- UL-STR (Global)

Testings performed by any other laboratories than the ones listed above are considered invalid and will not be approved.

The choice of tested products is based, in part, on our risk assessment tool, in which we have defined certain criteria for prioritising time and place for testing. These criteria are listed below:

- High-risk products or processes
- High volume or value orders
- New suppliers
- Poor performing suppliers or suppliers who have previously failed testing

EXPLANATORY SECTION AND ABBREVIATIONS

CAS NO.: This is a unique numerical identifier assigned by the Chemical Abstracts Service (CAS) to every chemical substance.

Substance: The defined chemical name. The chemical name and CAS number will always match.

NN07 Limit Value: The required specific chemical limit to be followed.

Laboratory Reporting Limit: The minimum acceptable value that may be present before reporting is necessary. The reporting limit is the lowest concentration the laboratory can report. The laboratory must state “Not Detected” if it detects an amount of a given substance below the reporting limit.

Testing Method: The defined methods and equipment that must be used when testing.

Potential use: An example of what the chemical is and what it might be used for.

Appendix: Chemicals within the same group with more than five substances sharing the same limit and reporting value, as well as identical testing methods, are merged and individually specified in the appendix at the end of the RSL.

Usage ban: Chemicals that have been marked with ‘USAGE BAN’ may under no circumstances be present in our products.

Mg/kg: Milligram per kilogram (mg/kg). This is the same as parts per million (PPM)

µg/kg: Microgram per kilogram (1 µg/kg = 0,001 mg/kg)

Direct and prolonged skin contact: Any part of the product, such as a collar, cuff, body or sleeves, that has direct or prolonged contact with the skin during normal use.

Without direct skin contact: Only a portion of the product may occasionally be in contact with the skin during normal use.

SUBSTANCE	Natural Fibers	Blended Fibers	Synthetic Fibers	Artificial Leather	Natural Leather	Coatings & Prints	Natural Materials	Polymers, Plastics, Foams, Natural Rubber & Synthetic Rubber	Metal	Feathers & Down	Glue
Ortho-phenylphenol (OPP)	X	X	X	X	X	X					
Ozone-depleting Substances	X										
Perfluorinated and Polyfluorinated Chemicals (PFCs)	X (IF WATER- OR STAIN-REPLELLANT FINISH IS APPLIED)										
Pesticides, Agricultural	X	X			X						
Phthalates				X		X		X			X
Polycyclic Aromatic Hydrocarbons (PAHs)				X		X		X			X
Quinoline		X	X								
Solvents / Residuals (e.g. DMFa, DMAC, NMP, Formamide)				X		X		X			X
Styrene Monomer								X			
UV Stabilizers / Inhibitors								X			
Vinyl Chloride Monomer						X		X			
Volatile Organic Compounds (VOCs)	X	X	X	X	X	X		X			X

ENVIRONMENT AND CLIMATE POLICY

ENVIRONMENT AND CLIMATE POLICY

NN07 recognises that global climate change is a serious threat that requires our attention and action. If we want our industry, our communities, and our planet to survive and thrive in the future, we need to change the way we do business. We strive to minimise the impact of climate change, preserve natural resources, reduce environmental impact and contribute towards the conservation of biodiversity. In this context, we pay particular attention to our global supply chain.

Our Environment and Climate Policy is based on the principles of the Rio Declaration on Environment and Development.

We work to improve the environment by managing adverse impacts in these areas:

1. Natural resources, energy, and water
2. Airborne emissions and releases to water
3. Noise, odour, and dust emission
4. Potential and actual soil contamination
5. Waste management (hazardous and non-hazardous substances)
6. Product issues (design, packaging, transport, use and recycling/disposal)

HUMAN RIGHTS POLICY

SOCIAL FAIRNESS & WORKING CONDITIONS

Human rights

Equality, individuality, thoroughness, and dedication are all core values of NN07. We want to treat every part of our supply chain with respect and equality. This manifests itself in our Human Rights Policy and Code of Conduct.

Our Code of Conduct follows the UN Guiding Principles and the Bill of Human Rights and is based on the framework provided by Dansk Fashion & Textiles (DM&T). The purpose of the code is to ensure that our employees and business partners have a clear understanding of the principles and ethical values we wish to uphold.

Diversity

At NN07 we are driven and inspired by diversity; diversity in skill, age, cultural heritage, nationality, sexuality, and gender. We praise all diversity and want to encourage it in every part of our business. As such, we require freedom for people to express themselves and we have a zero-tolerance policy against any and all kinds of discrimination. We achieve this by ensuring every voice is heard at every level during audits and meetings.

Gender

Based on our view of diversity we also believe men and women are equal and should be treated as such. We work for equal wages and salaries for men and women, and demand that they receive the same job and growth opportunities.

Harassment

We want people to be who they are and be able to express themselves and their opinions freely without the fear of being harassed. We do not accept harassment, including sexual harassment, violence, or any kind of abuse of power and status. It must always be safe to report any suspicion of violations of the code of conduct, and all reports will be handled discretely, anonymously and with no risk of sanctions. This is the case for all reports regardless of circumstance or legitimacy.

Health and safety

It is a key priority for us at NN07 that our work environment is healthy and safe at all stages of our supply chain. Every employee must have access to clean water and toilet facilities. We believe that everyone should be able to do their job without endangering their health, and everyone must have access to appropriate protective equipment and be provided with health insurance that covers all work-related hazards. In addition, we employ a strict chemical policy and restricted substances list to ensure that both workers and customers are safe from any hazardous substances in our products.

Corruption

We believe in doing business with integrity, and do not accept bribery or corruption of any sort. All employees are expected to reject any gifts that may be perceived as bribery. We advise you to ask for a second opinion if in doubt as to whether a gift could be considered bribery or not.

Labour standards

It is important to us that everyone we work with do so under fair labour conditions. Everyone should have the freedom to form and join trade unions, engage in collective bargaining and retain the right to strike. All workers must be under an employment contract and have the right to freely terminate it. We believe in a healthy work-life balance, meaning work should be carried out during normal working hours and that overtime should only occur under certain circumstances.

In such cases, workers must receive appropriate compensation. In addition, all workers have the right to rest, leisure time and paid holidays. NN07 does not accept child labour, forced labour or slavery.

Wages

As a minimum, NN07 requires that all employers in our supply chain pay their employees minimum wages.

PRODUCT AND MATERIAL POLICY

PRODUCT AND MATERIAL POLICY

Our highest priority is to create the best possible products at all times without compromising on social fairness, animal welfare, and the environment.

It is essential to look at the total lifecycle of a product when working with sustainability, from the choice of materials and production sites to how the garments are transported, how consumers care for the garments and whether or not they can be recycled when worn out.

We are dedicated to making garments that stand the test of time.

We don't like thoughtless consumption and throwing things away. We wish to optimise our use of resources, and that starts with designing a high-quality product with longevity in mind. Fewer new garments need to be produced if we can make our customers keep their clothes longer.

We have developed a product strategy in which we define a number of criteria based on what sustainability is to us. However, at the very least, a 'sustainable' product has to be better for the environment, people and/or animals compared to a similar conventional product.

A conventional product or fibre is not required to meet any restrictions or legislation, as opposed to an organic product or fibre. Additionally, initiatives have not been taken to reduce the social and environmental impact of the product or fibre.

The biggest environmental impact of a product lies in the choice of materials and in the use phase.

We have also made a comprehensive material strategy to help our production team choose the best materials, along with a consumer guide in which we guide our customers in how to care for the clothes with a minimal impact, how to make them last as long as possible and what to do with them when they have been worn out. This ensures that the fibres can be used again in a closed-loop production system.

SUSTAINABLE MATERIAL MATRIX

BEST	PREFERRED USE	MINIMUM USE	NO USE
NATURAL	NATURAL	NATURAL	NATURAL
Recycled cotton Organic cotton Organic hemp Organic linen Recycled wool Organic wool Wool with RWS Alpaca Merino Recycled silk Organic silk Peace silk Recycled leather Down with RDS	BCI cotton Pima Cotton Hemp Linen Cashmere with RWS Conventional wool	Conventional cotton Conventional silk Conventional leather	Angora wool Mohair* Exotic Skins Down without RDS Fur
MAN-MADE	MAN-MADE	MAN-MADE	MAN-MADE
Tencel™ Certified lyocell REFIBRA™ Re:Newcell	Lyocell Lenzing Modal	Cupro Conventional viscose** Conventional Rayon	Bamboo viscose Acetate
SYNTHETIC	SYNTHETIC	SYNTHETIC	SYNTHETIC
Recycled polyester Recycled nylon Recycled polyamide Recycled elastane		Polyester Nylon Polyamide Elastane/spandex Acrylic Lurex PU	

*Mohair will not be used until the living conditions of the animals are transparent and documented

** From 2025 we will no longer use conventional viscose

CHILD LABOUR POLICY

CHILD LABOUR POLICY

We acknowledge that according to the UN Convention on the Rights of the Child, a person is a child until the age of 18. We recognize the rights of every child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

Child labour is not accepted or allowed. No persons shall be employed at an age younger than 15 (or 14 where the ILO Convention 138 makes an exception) or younger than the legal age for employment if this is higher than 15.

We, NN07, acknowledge that we and our business partners operate in countries where the risk of child labour is heightened. We expect business partners to ensure that no child labour occurs on the working sights. All legal limitation regarding employment of persons below the age of 18 shall be followed.

In the event of confirmed labour by a child in a business partner's operation, we require that the business partner ensures that measures are taken in the best interest of the child. The selected solution should always aim to improve, not worsen, the child's situation and shall be maintained for the child until the child reaches legal age of working.

All cost related to the solution need to be covered by the business partner and the business partner is also required to compensate the child's family for lost income.

Any breach with this policy NN07 reserves the right to end the business relationship immediately.