

Minimum Criteria Suppliers

The supplier has signed our ethical guidelines (Code of conduct for suppliers) for suppliers, and/or communicated to us in writing their own guidelines.
The supplier has a contact person for follow-up of our ethical guidelines for suppliers.
The supplier can point to a system for following up the ethical guidelines for suppliers.
Traceability: The supplier has an overview of and shares information about where different parts of the product are produced and where the raw materials come from.
Access: The supplier grants access to the production site and associated buildings such as canteens and dormitories.
The suppliers we use must have a 3-party certification at minimum C level from BSCI or similar (https://www.qima.com/ethical-audit)
The supplier must allow inspection/visits from us or a third party at all times.

Minimum criteria prioritized risk areas

Prioritized Risk	Minimum Criteria
Overtime and low wages	All our suppliers must be transparent about working hours, wages, overtime pay and bonuses to their employees.
Raw materials in products	All suppliers must satisfy our requirements for documentation and quality of raw materials for products in accordance with our purchasing practices. Fairtrade, Better Cotton, GOTS, Oeko-Tex, RWS, RDS, PEFC, FSC are some of the certifications.
Pollution of the local environment	All suppliers must have a system for waste management, emissions and energy use to reduce the impact on their local environment. Local laws and regulations must be followed and extra measures are encouraged where this is necessary.